

HUDSON, NH BOARD OF SELECTMEN

Minutes of the December 8, 2020 Meeting

1. CALL TO ORDER - by Chairman Morin the meeting of December 8, 2020 at 7:00 p.m. in the Buxton Meeting Room at Town Hall.
2. PLEDGE OF ALLEGIANCE led by Chairman Morin
3. ATTENDANCE

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

Town Administrator Steve Malizia participated remotely from his residence

Staff/Others: Bill Avery - Police Chief; Rob Buxton - Fire Chief; Elvis Dhima - Town Engineer; Lisa Nute - IT Director; Chrissy Peterson - Recreation Director; Jess Forrence - DPW; Diana Lamothe - School Board Member; Paul Inderbitzen - Town Moderator; Jill Laffin - Executive Assistant

4. PUBLIC INPUT there was none
5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS

A. Appointments

**Recreation Committee** (2 member vacancies expiring 4/30/22 and 4/30/23. Selectman Coutu made a motion seconded by Selectman Roy to appoint Nicholas Reval as a full member of the Recreation Committee with a term to expire 4/30/23. Carried 4-0.

**Conservation Commission** (2 member vacancies expiring 12/31/22 and 12/31/23 ad 1 alternate member vacancy expiring 12/31/23.) Selectman Roy made a motion to reappoint Brett Gagnon to the Conservation Commission. Seeing no second this motion did not pass and Mr. Gagnon was not reappointed to the Conservation Commission.

Selectman Coutu made a motion to appoint Paula Hubert as a full member of the Conservation Commission with a term to expire 12/31/23. This was seconded by Selectman Martin. Carried 4-0.

**Planning Board** (1 full member vacancy expiring 12/31/23 and 3 alternate member vacancies expiring 12/31/23, 12/31/21 and 12/31/22). Selectman Coutu made a motion seconded by Selectman Roy to reappoint Tim Malley as a member to the Planning Board with a term to expire 12/31/23. Carried 4-0.

**Zoning Board** (2 member vacancies expiring on 12/31/23; 3 alternate member vacancies expiring 12/31/23. Selectman Coutu made a motion seconded by Selectman Roy to reappoint James Pacocha as a member of the Zoning Board of Adjustment with a term to expire 12/31/23. Carried 4-0.

**Benson Park Committee** (1 member vacancy expiring 4/30/23, 1 alternate member vacancy expiring 4/30/23. *Selectman Coutu made a motion seconded by Selectman Roy to appoint Daniel Febrer as a full member of the Benson Park Committee with a term to expire 4/30/23. Carried 4-0.*

## Interviews

**Recreation Committee:** Chairman Morin welcomed Cindy Holton, applicant for the Benson Park Committee and asked Ms. Holton tell us why you'd like to serve on the Recreation Committee. Ms. Holton said I'm Cindy Holton, I'm at 14 Greatneck Road in Hudson. I've been in Hudson since 1997. I've been playing in the women's softball league since then. I've been running it with the help of Dave Yates for close to 20 years. I know he's now retired. I also run a coed softball league in the fall here in Hudson. It's a private league but we've been paying the Town for permission to use the field and lights. I noticed there was a vacancy and I felt I'd want to. I'm pretty committed to trying to keep that women's league going at least and continue adult sports programs. I also play in Londonderry in some of their leagues. Just trying to keep communities together and sports going for the adults in Hudson. Selectman Coutu said, Cindy, I'm familiar, having been a member of the Recreation Committee for several years and having worked with Dave Yates relative to programming and new programming and parks and building new fields your name came up on a few occasions in your role with the softball league. Selectman Coutu went on to say, I do have one question on the softball league. It's problematic on the men's side and I'm wondering if you're having problems yourself. In terms of recruiting players, are you finding there are enough participants in the Town of Hudson that want to play women's softball without us having to outreach or do you think we should be outreaching to other communities? Mr. Holton said, we need to outreach. The past two to three years we've been allowing neighboring towns, player from neighboring towns to join the league. Selectman Coutu asked, are we charging them a higher fee than we are the locals? Ms. Holton said initially yes. The past two years we kept it at the same rate because we were trying to build the teams. Selectman Coutu agreed that this was a good idea. Selectman Coutu asked if there was a conflict of interest if Ms. Holton serves on the Recreation Committee and runs the softball league. The Town Administrator didn't feel there was but would confirm that. The Board informed Ms. Holton they would make a decision on appointing her at their next meeting.

**Planning Board:** Chairman Morin welcomed Victor Oates, applicant for the Planning Board. Mr. Oates was asked to tell the Board about himself and he said, I'm Victor Oates, 77 Sousa Boulevard in Hudson. I want to be on the Planning Board because I want to take a more active interest in Hudson. I've been here a little over a decade. I manage IT operations for a large pr and marketing firm. I've done several build outs. I'm familiar with planning and forward vision and when I look around the community and I talk to a lot of the neighbors the one thing we all discuss and see is like when I see my kids growing up I want to try and see if I can help shape Hudson in a way that they you know can better grow into. Especially one child coming into elementary and two twin girls coming into first grade I want to make sure that their future is bright and I think the best way isn't listening to people complain on Facebook but actually coming down and joining boards and helping the community grow. Selectman Coutu was recognized and said, funny you segway for me into Facebook. I've read some of your postings Victor. I find them amusing, some of them amusing about the last political campaign, is that you? Mr. Oates replied, I don't know. I try to limit and mitigate my...Selectman Coutu cut in saying, it's okay. Mr. Oates went on to say, no, I do. I try to mitigate my political views and political responses on Facebook. It's an open forum but I do try to mitigate and step away from that type of world. I actually think you and I probably had a couple of disagreements on some matters but I think that's fair. I try not to take people down in their views. I have a philosophy, you do you. So you know, we may not agree on everything but you have your right to that view. Selectman Coutu said, as do you. Mr. Oates replied, yup, you do you. Selectman Coutu then said, Victor why did you pick the Planning Board of all of the various committees? Mr. Oates replied, well, the biggest reason was my wife noticed the opening. She knows my background and she knows my forward thinking and how I run an office or business. So she's like what do you think? So I did some background, I talked to some friends that are on committees in different towns. They're like yeah, that'd be a great start for you. To me I want to sit where you're sitting one day but I don't believe I should sit there until I have a better idea of how the Town works in the different committees. Although I'm going for the Planning Board right now I hope over the next 5-10 years to sit on various boards

so I have a more well-rounded view as to how the Town operates and not just so when I run for selectman someday, I can say you know what I've sat here, I've sat here. I've been where you are so I feel like I'd have a better idea of how the Town runs. Selectman Coutu replied saying, I applaud you for that Victor. That's one of the serious problems I think that a lot of people have running for public office. They have no concept of the government and how can you ask somebody to vote for you, you don't know what you're walking into. But by exposing yourself to Town government, and I've encouraged people over the years, get to know the Town government by getting on to some Board or Commission and learn the people, the players, and number one. Number two, learn about the issues that affect the community. So I applaud you for taking the next step or the first step into what your aspirations might be in the future. So with that I will have no objection when it comes time to appoint. I have a question Jill, it says full member position but I think that was filled by Elliott. It was determined that the Planning Board vacancies are currently all alternate member terms. Mr. Oates stated he would be okay with an alternate member position. Selectman Coutu then asked Mr. Oates if he had watched any of the Planning Board meetings. Mr. Oates replied, I will say that I watched a lot and I read a lot over the last year. I hear the complaints on both sides on some of the decisions but at the same point I believe in forward progress and again, you know, the best way to get out there is to go down, be a member on a board, and help shape that. Don't sit in the back. Selectman

Coutu explained the different alternate member term expiration dates. Mr. Oates stated he would prefer a two year term.

Chairman Morin asked if there were any other questions for comments. Selectman Martin said, I think that forward thinking is a great thing. And his plan is perfect cuz that's what a lot of people should do is serve on a couple of boards and get to know the players in Town. I applaud you for coming forward. The Planning Board is a big task so I look forward to having you serve.

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 Coutu made a motion, seconded by Selectman Martin to approve consent items A, B, C, D, E & F as noted and appropriate. Carried 4-0.

6. CONSENT ITEMS

A. Assessing Items

- 1) Solar Exemptions: Map 163, Lot 017 - 21 Telolian Dr.; Map 124, Lot 017 - 27 Heritage Cir.
- 2) Disable Veteran Tax Credit: Map 156, Lot 006, Sub 060 - 13 Wickford Ln.
- 3) All Veterans Tax Credit: Map 191, Lot 085 - 44 Belknap Rd.  
Veteran Tax Credits: Map 149, Lot 001, Sub 007 - 2 Sterling Way; Map 118, Lot 055 - 29 David Dr.; Map 184, Lot 027, Sub 027 - 8 Cobblestone Dr.; Map 138, Lot 046 - 18 Patricia Dr

B. Water/Sewer Items - none

C. License, Permits, Policies

- 1) Tag Day Permit - Salvation Army Bell Ringing at Market Basket

D. Donations -

- 1) \$355.80 to Recreation Department from Clix New England
- 2) \$640 to Recreation Department in Memory of Jay Mousseau

E. Acceptance of Minutes

- 1) Minutes of October 27, 2020
- 2) Minutes of November 5, 2020

E. Calendar

12/9 7:00 Planning Board - Hudson Community Center  
12/10 7:00 Budget Committee - Hudson Community Center  
12/14 7:00 Cable Utility Committee - Buxton Meeting Room  
12/14 7:00 Conservation Commission - Hudson Community Center  
12/14 7:00 Traffic Advisory Committee - BOS Meeting Room  
12/15 7:00 Municipal Utility Committee - BOS Meeting Room  
12/15 7:00 Budget Committee - Hudson Community Center  
12/16 6:00 Library Trustees - Hills Memorial Library  
12/16 7:00 Planning Board - Hudson Community Center  
12/17 3:30 Trustees of the Trust Funds - Buxton Meeting Room  
12/17 7:00 Benson Park Committee - BOS Meeting Room  
12/17 7:00 Zoning Board of Adjustment - Hudson Community Center  
12/22 7:00 Budget Committee - Hudson Community Center  
12/25 \* CHRISTMAS TOWN HALL CLOSED \*  
12/28 7:00 Conservation Commission - Hudson Community Center

7. OLD BUSINESS

A. Votes taken after the non-public session on 11/24/2020

- 1) Selectman Roy made a motion, seconded by Chairman Martin, to hire James Moran as a full-time police officer with a starting salary of \$26.84 (step 1 with certification) per hour, in accordance with the Hudson Police Employee Association Contract. Carried 3-0.
- 2) Selectman Roy made a motion, seconded by Selectman Martin to accept the offer of \$40,000 for the Town owned property at 151 Robinson Road. Carried 3-0.
- 3) Selectman Roy made a motion, seconded by Selectman Martin to approve the Town Administrators request to buy back 80 hours of vacation time. Carried 3-0.
- 4) Selectman Martin made a motion to adjourn at 7:31p.m. This was seconded by Selectman Roy. Carried 3-0.

B. IT - PD - FD Cell Phone Follow Up

Chairman Morin welcomed IT Director Lisa Nute, Police Chief Bill Avery and Fire Chief Rob Buxton. Chief Avery started off by saying thank you Mr. Chairman, members of the Board. As Selectman Coutu had requested, some clarification as to why we are all using Verizon and if we could get a better price going to other vendors. Captain Bianchi did extensive research. We worked collaboratively with the IT Department, the Fire Chief, Public Works Director and at the conclusion of his report, I believe you all have a copy of it, you can see that Verizon is the only company, the only service provider that will support a lot of the Fire

Department's needs, Police Department's needs and I believe as well, the IT Department. The prices, and what I can tell you, I know this was a question Mr. Coutu with the cellphones. Why are some cell phone bills larger than other cell phone bills? It has all to do with us. I'll use Chief Buxton as an example. He doesn't have unlimited data on his cell phone. I do. He has an iPad that he uses, I do not. So it kind of offsets each other. We'd be happy to take any questions, but I can tell you Captain Bianchi met with all these vendors and if these companies cannot support the Fire Department's lifesaving computers if you will, then I don't think it's an option at this point to be able to move to another provider.

Selectman Coutu was recognized and said, first of all Chief, thank you for assigning this and please let Lieutenant Bianchi know I appreciate the work that he put into this. He went on to say, I agree based on the research that he did, it would be ill-advised at this time to make any changes to our service. It's just that when I was going through the budget, the phone bills jumped out at me because there was a lot of inconsistency. Supporting, when you're thinking about the process you're thinking, the mind goes to telephones and telephones only. Not realizing the connection that's necessary for our ambulances, for the police cruisers. So the information that we received is satisfactory and I'm more than happy to accept what's in the budget for the phone service. I do have a question that was supposed to be addressed. It came up ten years ago when we started our discussion relative to providing better service and eliminate dead spots. Are those dead spots, when we get the new communications network up, this next piece, are we gonna be eliminating those dead spots? I think some of those dead spots are up on the Robinson Road area. Chief Avery replied, yes. That has to do with the radio infrastructure. Yes, Chief Buxton, myself, the IT Director Lisa Nute, we have been in communication with Two=Way Communication. We have that situation under control. There will be towers on West Road that will help dramatically. Selectman Coutu asked, is that gonna be out by the dump? Chief Avery replied, yes, in that area. That will help dramatically with our dead spots in those areas. Robinson Road, Barrett's Hill Road, just to name a few. Selectman Coutu then asked, it should eliminate the dead spots? To which Chief Avery we should have hopefully zero dead spots with our portable radios when this infrastructure is done. We have seen the topographical maps from Two Way Communication and we have 99% coverage of the entire town.

Selectman Coutu went on to say, Chief Buxton, is the Fire Department experiencing the same problems with dead spots with fire personnel? Chief Buxton replied, so our current radio system certainly is having the same dead spot areas. It's the same technology, same era. When the new towers and the back pieces go in, that will take care of our issues there too. Selectman Coutu then said, my concern should be obvious to both of you. Having been one who served in public service that god-forbid at any given time a police officer or an ambulance, for whatever reason, is caught in one of those zones and something hits the fan. Okay, as long as I know that we're going in that direction I'm happy. Thank you.

Selectman Martin was recognized and said, please thank Captain Bianchi on my behalf. Chief Avery said, I absolutely will.

### C. COVID - 19 Update

Chairman Morin said, over the last couple of weeks we've seen a great increase in COVID-19 is making a comeback. Chief Buxton presented quite a bit of information last Thursday during our EOC meeting and it was actually too much to send an email to make sure you got all the correct information. A lot more information came out today. So I asked Chief to come tonight to give us an update where we're at with the Town and where we should be going. Chief Buxton said, good evening Mr. Chairman and members of the Board. I'm here tonight to give you an update regarding the COVID-19 response here locally. I think this is the first time we've been here in a few months to give an update. The EOC operates at a partial activation. We brought the School stakeholder group and the Board of Selectmen back together with the EOC command staff. We've been meeting twice a week on Tuesday's and Thursday afternoon. That straddles the State of New Hampshire EOC update which is on Wednesday at noon time along with the health area network

meeting on Thursday afternoon at noon time. So to date we have 107 active cases in Hudson. We had 36 new cases this morning and 14 cases yesterday. So in two days we've seen a 50 case increase. There's 185 hospitalizations in New Hampshire currently. We're starting to see some capacity stretching at both of our local hospitals. New Hampshire active case load is 5,386. We've been working on updating some self-monitoring guidance documents and such.

Chief Buxton went on to say, a couple of points of concern that we brought forward last week was actually the percentage of positivity rate surrounding testing. The PCR exam which is the nasal swab our positivity rate right now is at 6.5%. Earlier this summer we were less than a percent. We've seen a pretty dramatic increase there. They're now actually reporting out both the PCR and the antigen test or the rapid test and that positive rate is at 7%. So we're certainly seeing a substantial increase in positivity. We've just started today seeing the increases from Thanksgiving holiday. Those weren't available in the beginning of the week so here we are on Tuesday afternoon starting to see that case number report out. One of the increases we've seen over time is how long it takes to process a test at this point. You're looking at 48-72 hours before you can get a PCR exam result back from any of the testing locations in New Hampshire. Massachusetts on the 3<sup>rd</sup> of December reported the highest positive test day that they've had to date at over 6,000 positive new tests in one day. This morning they reported 2,400 new positive cases. We've consistently started talking about what does that mean and how does it impact us? One of the questions that Chairman Morin and Selectman Roy pushed forward to the EOC is basically starting to track quarantine cases of Town staff and seeing what the impact was going to be on our ability to provide service. So starting this week we actually have, all the Department Heads report to Deputy Paquette if they have a quarantined employee. We don't necessarily track by name, we just track by case number. To date we have four employees in Public Works, we have one employee in Town Hall, two employees in the Library and one employee at the PD. Some are positive and some are just exposure quarantines so we've taken that hit to the labor pool regarding starting to see that case number come up and impact how we can provide services.

The hospitals have rolled back their rules to probably what I'd say to be early April time period. They are no longer allowing visitors in the ER. So when the ambulance goes to the emergency room we're no longer bringing relatives with us because they're not allowed in the ER. So we can only bring the patient in. additionally they've started making some masking changes in the way they're looking at masking. Chairman Morin tonight has a surgical mask on. So doesn't Selectman Martin. They've actually changed to not wearing cloth masks in the facilities and just wearing surgical masks now because they can't determine just looking at it what the construction of the mask is so they're going to a more controlled environment.

From there, a couple of other pieces surrounding vaccine and what the vaccine plan is in the State. We're hopeful that we're going to see Pfizer receive their final approval this week. Hopefully by the third week of December we're going to start seeing some doses of that roll into the State of New Hampshire. The State has put together a four phased approach to the vaccination. That is basically starting phase 1A. It deals with Long term care facilities, healthcare providers and first responders as the highest number of folks exposed. In phase 2 you move on to the education staff and starting with more of the general public. Phase 1A through an estimate that the State had put together requires 88,000 doses. It is a two shot series both have to be done 21 days apart. Probably one of the biggest challenges to the vaccine right now is actually the storage of the vaccine. This is based on the fact that the Pfizer vaccine needs to be maintained at a cold environment of approximately -9 degrees Fahrenheit. So you're talking nitrogen storage and those types of things the hospitals are dealing with. On the positive news, staff has started to relocate upstairs and started to relocate space in the Town Clerk's office and the Assessing department as part of our COVID update.

Chief Buxton then went on to say, Mr. Chairman, I don't know if you want to get into continuity, take questions where you want to go. Chairman Morin said, there's a few things that we need to discuss as a Board with you. Before we get there does anybody have questions for the Chief? Selectman Martin was recognized and said, my first question is continuity of operations. I think that's very important for us at this point to talk about. Chairman Morin replied, that was asked of the Chief today and the major concern here is, if you take our smaller departments, if one person gets infected in that department we could lose a whole department. The Board needs to make a decision where we're gonna go with the departments. Are we gonna go back to where we were operating earlier this year splitting the crews up and things to that nature. That's one thing we need to discuss. We're gonna get to our meetings next. The other thing right now is also a daily report of any absences so we know where we're going with our employees. How many we got out at a time. We don't

want names as the Chief had stated, but we want a daily report how many people are out. The reason why so we can keep tabs on it and the Board's aware. Like I said, Chief, you gave us what, seven? Seven or eight? Chief Buxton said seven cases. Chairman Morin went on to say, that's quite a high number for you know. That's why we need to keep on top of this. We got to make some decisions tonight where we want to go so the Chief knows where to go. Selectman Martin added, on top of that contact tracing so you really, really should be using names. Not publicly here, but names. Chief Buxton replied saying we actually had an employee from the Fire Department go through contact tracing through John Hopkins. He just finished that certification last week so we're starting to prepare to do some of those things. Originally May-June time period when they started kicking up the contact tracing the State public health had taken over contact tracing involving the local municipalities. That work load has now become so cumbersome just looking at their active case load that they're trying to contact trace every day that they're starting to talk about pushing that down and put out some procedures. So we got ahead of it a little bit, got some training for an employee to give us a hand on that tracing piece. We should be in a somewhat positive position when that rolls down. Chairman Morin then said, I just want to say and make it clear they have done an outstanding job in the treasurer's office and the assessing office. But that's to protect our employees from the people from the outside. Our concern right now is within our own walls. And making sure we have enough people to keep somebody in our walls.

Selectman Roy was recognized and said I think maybe we might want to talk about them separately like Town Hall is an entity, and then the Police Department, Fire Department, you know what I mean? Because they all have different parameters. Chief Buxton spoke up at this point saying, if I may Mr. Chairman, I went back and I looked at some of the goals that we had established in the EOC back in March. This comes from March 24<sup>th</sup> of 2020. We had two major goals that we had laid out there. One was to provide our employees with health and safety and then the other was to create a plan that was going to provide us the opportunity to continue to provide services to the community through the State of Emergency. To date I believe we've done that but I think there are some opportunities there if we keep those two goals in mind for us to start having some dialogue on. Factually I think you can look at we have substantial community spread throughout the State of New Hampshire, including Hudson. We are a border community to Massachusetts that is experiencing substantial increase in caseload. Our case load has been as low as eight. Now we're up over 100 again in the swing of six weeks here. I don't anticipate that that's going to go down anytime in the near future just based on practice. What do I mean by practice? Cold weather is settling in. it's gonna be 18 degrees tonight and heats gonna be on. Kids aren't gonna be outside getting fresh air. People are gonna be inside the house. We also, from a fire perspective, or an EMS side of the house, have some significant exposures just from our long-term care facilities. We have three in the area that are on a, in my eyes, on an elevated list at this point. Grace House in Windham, Nashua Crossing in Nashua and then the Fairview Nursing Home has a small break in the rehab area that they're dealing with right now. So we keep all of those things, we're working through that diligently to keep an eye on protective clothing to make sure we're ready to go. But I need to be crystal clear.

Chief Buxton continued on explaining, we're months away from the State of New Hampshire being vaccinated from COVID-19 so we need to put a plan together on potentially what does that mean for us and how do we move forward. How should we move forward? I certainly have a list of suggestions that I think need to be taken up this evening. I think that there should be an opportunity for us to consider moving all meetings back to the Community Center. All the small committees, we opened the door for them to meet at Town Hall. I think that would be a great move to basically increase social distancing and provide that. I think we should also empower the Department Heads to look at their staff. We set everybody up early on. The IT Department worked very hard at getting folks setup to work remotely and identify those opportunities and potentially leverage those opportunities again that were sunsetted as we moved into the summer months and see if we can bring those back into the late fall period. Then obviously continuing to improve our cleaning habits. Not that we're not cleaning already, but step that up maybe a little bit further. Then one of the most confusing things that happened over the last couple of weeks is we came out with a nonessential travel ban that was mandatory for all residents and visitors to the State of New Hampshire that was 14 days in length. Attached to that was the quarantining piece that if you had an exposure that you were going to be out for 14 days. The following week, just after the holiday, they CDC came out with a guidance document that said that can be reduced to 10 days. The State of New Hampshire that it would be amendable if communities wanted to reduce their quarantine time to 10 days instead of 14 days. We had a discussion in the EOC today regarding where do we want to go as a community and how do we leverage that to make sure that we're

keeping divisions open and keeping the quarantine in mind. The nonessential travel restriction basically now requires that you either quarantine for 14 days or get a negative COVID test after seven days of being on quarantine. That is from your last day of travel. So when you enter back into the State you'd go into quarantine for those time periods. Obviously additional consideration should be given to how to manage these meetings. I look at staff. We talk about staff and how we continue to provide service. I think that I look at this Board and how do we continue to govern as we move forward into the winter months and we are viable to make sure we continue to move forward as a community. That has the potential of looking to go remote for these meetings. The last piece is entering into a continuity of operation plan where the Department Heads leverage their staff to highlight and keep their divisions open but come up with a rotation of how they're going to handle those things. That's what was talked about today at the EOC.

Chairman Morin then said, where do we want to start? There's several things we've got to address. But we need to address them all tonight so we can get moving on this. Selectman Martin was recognized and said, I think it should start with the Police Department and Fire Department. Chairman Morin said, we'll take each department one at a time. Selectman Martin said, just to comment on the Fire Department. The continuity of operations was really not implemented, right? Because they're very hard to split that shift up when there's 24 hours. So I think the Police Department and Public Works Department needs to go back to the way we were in the beginning. So I'll start, if you may, I'll start with the Police Department. Go back to splitting it a week on a week off. Chairman Morin said okay, I think you got the agreement here the Chief did bring up some concerns today that we want to make sure that he was able to let the Board know about. Chief Avery then said, absolutely, I agree with you, Selectman Martin, that we should enter back into some type of continuity plan. My issue being the number of calls for service we're handling right now is through the roof. We have surpassed our numbers from last year. We went seven weeks at the beginning of COVID with very few calls for service. We never dreamed we were going to come close to our total calls for service. I'd have to shut down Detectives. Shut down the Service Bureau. Shut down the Legal Bureau and the courts are still operating and shut down the Service Division. Because everybody would be reassigned back to patrol. My issue again, we have a lot of criminal investigations going on currently. I have a plan in place of how I'm gonna do it but it won't be so drastic, if you will. I won't be sending 12 officers home and shutting down divisions. It will be relieving a couple a week at a time, rotating them back. Send two more. My other major concern is most of the people that have been quarantined in the Police Department, they're coming in contact with people outside of the building. It's happening at their house or in their personal life which none of us control.

Selectman Roy then asked Chief Avery, when you say outside the building do you mean outside of employment? Chief Avery replied outside of employment, yes. Chief Avery went on to say, is that a little of a concern, yes. But people are going to live their lives as each one of us are doing. So I do have a plan in place and as I mentioned on the phone this afternoon that if you tell me to go ahead and implement it, I can implement it tomorrow.

Selectman Martin was recognized and said, he has a plan, I'm with it. Go for it. Chairman Morin then said, I've got a question before, what are you gonna do if your detectives go down? Chief Avery asked, if they were all to go down? Chairman Morin said if you've got one detective that gets and you have to quarantine everybody. Because they work very close together. Chief Avery replied they work very closely. So that's part of the plan. First of all stagger their hours, the ones that are working. As you know some of the guys are working nights for specific reasons that the Board is aware of. But my plan would be to kind of separate them out. However, at shift change, when the detectives come in, there's gonna be a quick briefing. They pass each other. Roll call I'm not worried about. We're in the large Seabury room. We're all masked up. Plenty of separation in there. It's in the hallways. When they meet back in Detectives, which is not a large area as you know. So I do have a plan with detectives. I'm not going to shut that bureau down. I just simply can't, at this stage, with the amount of cases they're working on and the severity of the cases. Chairman Morin asked, do you have this put down in writing that we can put it into the whole operation? Chief Avery replied, I can have this to you by 10:00am tomorrow morning. Chairman Morin replied, if you could, just so we know where we're at. Chief Avery replied, just like we did the last time. Chairman Morin replied, exactly. Is everybody good with that or? Selectman Martin replied, just to the EOC. I don't need a copy of it. Chairman Morin said right but we want to have a document of how it's gonna work in case we need to change things and move things around.



Selectman Martin then asked, calls for service for, I got run over by my toenail stubbed by a car, those nuisance calls that you send an officer for that could do on the phone. Chief Avery replied saying we have not gone back to the phone calls, taking reports over the phones that is part of the plan. All non-emergency calls will be handled over the phone. But I'll give you an example. During that storm we had the other day, during a nine hour period, we answered over 90 calls for service. That is responding and dealing with accidents, cars off the roads, domestics, and so forth. For all types of calls. Trees down, helping out Public Works, helping out the Fire Department. A nine hour period, 90 calls for service and I think there were eight people working at the time. Chairman Morin then said, I got one more question for you too. We haven't looked at this yet, but I understand there are towns in New Hampshire doing this and public works we're kind of heading that way and we'll get to that later on. What's your backup if we have a major? We seem to be getting worse here. Chief Avery replied, absolutely. As you know myself and Chief Carrigan from the Nashua Police Department work very closely and we had talked right from the beginning of COVID. If he needed help, I would help him out. If I need help he'll send the troops over here to help us out. We also have a contact with the State Police Troop B. their lieutenant has already offered, if anybody needs help they will send troopers down. In fact we helped cover for them in September or October where 21 NH State Troopers were quarantined. They had very little coverage in the Troop B area. So we helped them out with highway calls. So we have a good plan in place between all the Chiefs in this area. Chairman Morin then said, okay, if you can just get that to the EOC. Everybody's okay with the police plan? Okay, thank you Chief.

Chairman Morin then said, we got o talk about yours later on anyway, Jess (Forrence DPW Director), so okay. Lisa (Nute IT Director), if you want to just want to, what you want to do. Ms. Nute started off by saying, thank you Mr. Chairman. I have been on a continuous cycle. We originally had two people remote. I was also remote and I had one on site. I have since come back so there are two of us here. We would end up all of us remote if we had to. If even one of us had a potential risk or whatever. So we can all work remotely. It becomes emergencies versus non-emergencies and walking through people to help themselves a little more than we currently make them do. We'll run and assist somebody right away. It may take a little more time but, this is what I need you to do, kind of like walking Steve through some things. We're not there at his house, so that can be done. It's just a matter of prioritizing. As far as people working from home, that's where you need people on site. Just like we had Town Clerk's move. Physically moving equipment or putting things in place like that. I'm close enough that if I needed to run in at night. We've done that before too. We'll have one of our people come in during off hours and take care of things that have to be done on site where nobody is here. So it's kind of on an as we need basis kind of thing depending what the priorities are. I think we're in pretty good shape. I purposely did not take back equipment from people so we've been working with duplicate systems out there so that our payroll clerks can go back in a heartbeat. We've ended up needing that. A majority of people can still work from home as we had originally. If you need more people from home then we're probably going to be short some systems so I would just need to know if we're going to be increasing that. I'd probably need to place an order for a little more equipment. I have a few old systems at Oakwood that never were sold.

Selectman Martin was recognized and asked is your current plan that you're using with the EOC? Ms. Nute replied, I think so but I'd like to just review it maybe tweak it a little bit. Selectman Martin replied, I'm happy with that plan. Chairman Morin then said, I have a pretty good idea where the next ones gonna go to but I really didn't hear any commitment of making sure we're rotating people so we have people available. I have not heard that yet. I know the Chief said he's gonna do a few. I didn't hear it from you. I heard we gotta be here but this is our concern. We can't have everybody here all the time. We have a responsibility to make sure that this building stays open and operating. You've got four people. Ms. Nute replied, I don't need to rotate anybody Mr. Chairman because we can all work remotely if necessary. So that...Chairman Morin interrupted Ms. Nute saying, there's that word, necessary. That's what we're trying to get across here. We need to start this now. Not necessary. That's our point here. That's why we're discussing it. Because it is getting worse more and more every day. The Chief just reported you know a large number. This is why we did it originally, because we were in this spot. Watching Dr. Fauci today says January is gonna be probably the worst we've ever had. We need to be prepared for that. So we need some commitment. We need to know what you're going to do, how you're gonna rotate your people. That's every department. Ms. Nute replied, okay. Selectman Roy then said, I think if that's what we're gonna do then it's up to us to tell when that's happening. Chairman Morin said, oh no, I understand but we need, I'm not hearing that they want to go that route is what I'm not hearing. That's why I'm trying to make this clear. At some point we are gonna say this is what's gonna happen. Ms. Nute replied, I can make everybody remote starting tomorrow morning but then that does nothing for Town Clerk's getting back upstairs etc. so that's why I'm saying as long as the need is

not urgent here to have somebody on site, we can leave in a heartbeat. Chairman Morin replied, okay because I walked through this building the other day because we had talked about this for two weeks anyway. I walked through this building the other day to see and everybody was here. Not your fault. That's not what I'm saying. But I went to every department to see who was working and everybody was at their desks. We tried to get this to start moving and it hasn't. That's why we're having this discussion tonight. Ms. Nute replied, you're not talking IT Department you mean? I've had two people remote since...Chairman Morin said, I don't see the Police Station so. Ms. Nute said, as far as Finance etc. again, we kept equipment in place so if the Finance is told now start your plan, we can do that. Chairman Morin replied, please understand, I'm not. I'm just saying, we've been talking about this and it just doesn't seem to be moving that's why we're having the discussion tonight. You guys need to be prepared. At some point this Board's gonna say. Ms. Nute replied, sure. This is the first I'm hearing of it, we're ready to roll. Chairman Morin replied, absolutely. Selectman Coutu added, it's the first I'm hearing of it as well. Chairman Morin then asked if everybody was all set.

Chairman Morin then said, Mr. Malizia, Town Hall. The Town Administrator replied, we're going to put the rotation back that we had six months ago. Which means my staff will rotate, Assessing will rotate, and the Clerk will have to have people rotate. Planning, Zoning and Engineering will have people rotating. It's easy enough to dust it off and we'll just put it back in place if the Board directs us to do it. We could do it tomorrow. Well, probably Thursday. Chairman Morin said, okay. Then asked the Board, do you have any questions for Town Hall? Selectman Martin said, go for it. Chairman Morin then said, Jess (Forrence, DPW Director) we'll get to you because you're actually on the agenda for this okay? He then said, alright, no other questions on this at this point? Selectman Coutu was recognized and he said, I do have a question. You were pushing when you were talking to Lisa relative to getting this started, getting this started, at no time, up until tonight, have I seen a formal plan, has anyone suggested we need to start rotating people in and out. So now we've heard from the Police Chief. We've heard from IT, we've heard a little from the Fire Chief, his general overview, some comments from Board members and everybody saying this is all hunky-dory, but nobody said when this is gonna start. We need to set a date. Chairman Morin said, that's why we want to give them a heads up that this is coming and the Board is going to take care of that. Like I said, our next thing is for us to go remote. So we are going to make a decision. We still have a few more things we need to discuss on this before we get to that point Selectman Coutu. Selectman Coutu replied, what I'm saying, Mr. Chairman, is what I heard was, nobody's implementing anything and we're gonna put this off again. Chairman Morin replied, no, no. we're not putting it off again. We have a few more things that the Chief outlined that we have to discuss then we'll make a decision at the end once we get everything, all the information. That's why we're having this meeting tonight. So you guys can all be brought up to where we've been in the EOC. There was, in my emails that I sent you, there was a line in there said we talked about going back to remote. So we're at that point now. After the Chief gave his update today when we were in the EOC we thought we need to get in here as the whole Board, have the discussion but we still have meetings to talk about. We still have the ten day or two week quarantine, we have a few more things to discuss then we can make this decision right at the end of this discussion. Selectman Coutu then asked, can you clarify something for me? You said a little while ago, you were in the building and you walked around and no one's implemented anything, everybody was here. When did you want this implemented? Chairman Morin said, let me explain. In the EOC, Mr. Malizia, the two Chiefs, Kara, myself and the School, we had discussed and it was put to the Department Heads and Mr. Malizia that if they want to start going remote, starting putting people remote. I walked through the building to see if anybody had done that yet and it had not been done. No one had taken advantage of that and started getting in that process. That's why we're here discussing it tonight. That's why this Board, I hope, is going to make a decision this is gonna happen. Because nobody took it and went with it. Ms. Nute then said, I apologize Mr. Chairman, I didn't know this. Chairman Morin replied, nope, we understand. That's why we're doing this tonight. The Chairman went on to say, alright, so everybody's good with the departments at this time until we make a decision when we're gonna implement this, correct? Okay.

Chairman Morin then said meetings. At this point is it feasible that we go all meetings remote? He then said, I understand the Planning Board but if we can...at this point Chief Buxton was recognized and said, I was going to ask for two exceptions. One was the Planning Board, one was the Zoning Board because of the specific to the Logistic Center and that going remote was the specific reason for that. Selectman Roy then said, if Ms. Nute would like to weigh in on having all the committees minus Zoning and Planning go remote, do we have the capability to do that? Ms. Nute replied saying, I find that the majority of Committees who end up doing this sometimes need some assistance. We're dealing with people from their homes. People have different setups. It would just be coordination I guess with every committee chairman to try and find out from

their people what they need, who's got what? We would more than likely need a few more webinar license rooms. We've got two webinars. One is being used solely by Planning Board. The other one is being shared by ZBA. It will be for Deliberative Session etc. the rest of them are Go To Meeting, which is what you have here where you're a little more limited. You don't have the option of raising your hand and asking questions, things like that. We've given the more robust one to Planning and Zoning and Town Deliberative. I would probably just let Steve know how many more licenses. We're going to have to share them. So as long as you don't have conflicting meetings the same day we can use different rooms and probably assign certain boards to certain licenses. Somebody's got to run the meeting, get it set up. Jill does this one here for instance. The Town Planner does that, our Zoning person does ZBA etc. etc. so you're going to need a liaison to set up the meeting rooms and that would be it. Selectman Coutu was then recognized and asked, Selectman Roy, were you talking about everybody going remotely? If that was problematic? She's talking from what I'm hearing about meeting in rooms. She's talking about going full remote, all committees. Would that be problematic? Ms. Nute replied, they would each require one of these Go To Meeting or Go To Webinar rooms to use. So somebody, whether it's the chairperson or a liaison from the Town, somebody needs to make sure those rooms are set up, that they get started on time, that all their home users are coming in. you're going to need some practice I guess. Chairman Morin then said, what we can do is the Town representative and the Chairman could be in the meeting rooms and the rest of the committee would be at home. Chief Buxton added they're virtual rooms so nobody's actually physically in the rooms.

Chairman Morin then said, the thing is the Board of Selectmen are looking to do that. I can't see, if we're not going to meet having all the other committees meet. I don't think that's fair. Selectman Martin then said, Mr. Chairman, I think in my limited knowledge I have of IT work, I think it's going to be more of a nightmare to train people how to operate a room. Not Town staff, I'm referring to just the laymen, that don't understand this stuff. What is the problem with us going back to the Community Center with every meeting? And those people who want to remote into a meeting, the person,,I don't think we should be sending all these committees remote. It's a nightmare. It's going to cost you more money, you're going to need more licenses and I think that the Community Center provides for the social distancing that you need. It's already been set up. The Fire Department has done a great job maintaining that and when it comes down and goes back up, I don't feel that we need to spend more money to go full remote. Chairman Morin replied, okay, we'll get to this in a minute. If you can hold one second Selectman. Mr. Dhima, you had a...Town Engineer, Elvis Dhima said, just a request for the Board to consider to add to the list the Conservation Commission because they're also involved with the Hudson Logistics Center as well. Thank you. Selectman Coutu was recognized and said, I don't object to what Selectman Martin is...I think we're overwhelming ourselves. We have a lot of committees and commissions, three commissions, but we have a lot of committees. The first thing is there should no longer be any nonessential meetings. The Recreation Department isn't even operating to I don't think the Recreation Committee has to have meetings. Cable Utility can run itself. It doesn't need six people to sit around and chit chat about a piece of equipment that they can bring to your attention and you can decide and if you have a problem you can call me and we can discuss the piece of equipment. We ought to eliminate all nonessential meetings. Those meetings that are most relevant right now going into the end of the year and beginning of next year, obviously the Planning Board. Obviously the Conservation Commission. The Zoning Board of Adjustment, I don't know what it's looking like. How many requests they're getting. Selectman Roy spoke up saying I can say the last couple of months they've had two or three cases at every meeting. It's been steady. It's not huge but some of it is timely too. Selectman Coutu replied saying, I understand that some of it is timely. So let's say the ZBA and the Budget Committee. Other than that I don't think any of the other...I'm not putting them down, they're not really relevant at this time. We're trying to look to protect the public, protect ourselves, and protect them. That it would be best that if any of these committees has a problem, they should take it up with you. Come to you and see if we can adjudicate whatever that problem is and resolve it. If they need a special meeting that would be a decision that you and the Fire Chief should be making. Oh yeah that is important. But again, as Selectman Martin eluded to I think all the meetings should be at the Community Center. One place to clean and if need be or it's overwhelming for what we have let's put somebody on part time to work with Wayne. He then asked the Town Administrator, is it Wayne, Steve that does the cleaning at the Community Center? The Town Administrator replied, yes. Selectman Coutu asked, does he have assistance when he goes down there? To which the Town Administrator replied, it's been pretty much Wayne. Selectman Coutu asked, could he use like Leo or somebody to assist him? The Town Administrator said, I'll talk to Wayne and see what thinks he needs based on what we have for a schedule in there. Selectman Coutu replied, I don't think this Board would object would you? If he needed somebody to help him clean give him a couple hours to help him out each day. Doesn't have to tag around

with him all day long but he can use a couple of hours of cleaning chairs and stuff like that while Wayne's doing other things. I've seen Wayne at the Community Center more often than not. Selectman Coutu went on to say I just think we ought to minimize the meetings, we should put that in place effective immediately. All committees and commissions should be notified immediately this week, all goes into effect next Monday.

Chairman Morin then asked the Town Administrator do you see any issues coming back on the Town for not holding some of these meetings. The Town Administrator replied, no because the ones that are not statutorily constituted like Recreation or Cable or Municipal Utility, you're not required to have those. So there's no bounce back on those from a legal perspective. I think if you allowed the Planning Board, Zoning Board, Conservation Commission, Budget Committee and the Board of Selectmen to meet at the Community Center, as appropriate, I think statutorily you're covered. All the rest of the groups, if you recall, when we first went into the pandemic, did not meet. We simply told them you're not meeting and everybody was able to comply with that. I can't think of too many compelling reasons, and there may be something that comes up down the road, where any of the non-statutory committees need to meet. So quite frankly, I don't think we'd be in trouble if they did not meet for a period of time, let's say, pend it for a month or two months and evaluate when we get to the end of January what the situation looks like. Again, there's no statutory requirement to have those committees so therefore if they don't meet I don't think there's going to be any harm. Again, Planning Board, Zoning Board, Board of Selectmen, Budget Committee and Conservation. Those are statutory. They are requirements. Obviously with the Hudson Logistics Center and Budget Committee working on their important work right now, they I believe, need to meet. Community Center. That means we're not meeting at Town Hall. That means we don't need to stay on top of these rooms as much. We can focus over at the Community Center. Chairman Morin replied, thank you sir. He then asked, does this Board want to make this a motion or just put it forward? Selectman Martin said put it forward. Selectman Coutu said I think formally we should have a motion. Selectman Coutu made a motion, seconded by Selectman Roy that all nonessential committees be informed that effective Monday, December 14, 2020, all meetings will be suspended until further notice. Other than the Planning Board, Zoning Board of Adjustment, Conservation Commission, Budget Committee and Board of Selectmen. Carried 4-0. Chairman Morin added, all those meetings will take place only at the Community Center.

Chairman Morin then said, before we go back to what we're gonna do about the employees we got one other thing and this stems to them. As far as I know Chief, we haven't changed any of the coverage, sick and all that. Correct? That is still all in place that we were doing. If somebody's out due to COVID with the employees? Chief Buxton replied, I guess I need a little bit more, I'm sorry. Chairman Morin then said, when an employee was out we were covering them and taking care of that because it was COVID related. That is still in place that has not changed. Chief Buxton replied, yup. On the public safety side of the house that is actually still covered through workman's compensation. Selectman Coutu asked I don't know what the procedure is and I want to fine tune that because I've heard a couple things, not related to our town, but related to some companies that have gone this route where they're going to cover employees in the event they have COVID or they said they came in contact with COVID. A lot of people are saying I came in contact with COVID and they get a week's paid vacation. No documentation, who was it? It's just oh really, stay home, you'll be down what 14 days, now it will be 10. What is the procedure? An employee calls you and says they think they have COVID. Do we send them automatically to Londonderry to get a test? Is that what we do? Chief Buxton replied, good question. So if a Department Head gets a call, no different, Steve reached out to me on Monday morning at five past seven. I got an issue in this department, the State put together algorithms for exposure. If they meet the requirements for COVID symptoms, headache, loss of taste, cold symptoms, GI issues, those types of things, they're directed to contact their PCP immediately and they go through their primary care. There is one exception to that and that is in public safety. Law enforcement and the Fire Department, they have been given presumption that exposure took place at work because of the high risk that they're in every day. The average office employee, Planning, Zoning and IT and those areas, they would go through their normal routine. If they're exposed to an employee at work, so Lisa and I are in a meeting and I start feeling not feeling well in the afternoon. I call Lisa and say hey, I'm going home, I'm not feeling well, and I'm going for a COVID test. She would go in the algorithm to be reviewed and put on leave and then she would go home because her exposure happened here at work. It wasn't outside at work. Chief Buxton continued saying, where you cross the boundary is where you try to identify where that exposure takes place. So somebody comes in after out for the weekend or out for a few days because of the holiday what was their routine for the weekend? Did they travel out of New England? Did they attend a house party? What did they do? And you really dive into the contact tracing that takes place there. That's why the State

was so engaged in the contact tracing on the front end. It is very convoluted. It's case by case but hopefully that is as clear as the mud is we're dealing with since March. If an employee gets an exposure in public safety it's very clear, they have presumption. They go on leave. It's a comp claim and go forward from there. If it's a civilian it gets a little more dicey in regards to trying understand where they contact or the exposure took place. If it happened in the work place or they can tie it back to the workplace and they go out on leave here. If not they go out on their own earned time.

Selectman Coutu then asked, if an employee were to call and say I've been exposed to somebody with COVID, that's it? You can stay home we'll pay you? Chief Buxton replied, no you're on your own. You're on your earned time. You're not on our time, you're on your earned time. Selectman Coutu asked, I thought you said we were covering them? Chief Buxton and Chairman Morin replied, police and fire only. Selectman Coutu said, that doesn't mean Town Hall. Chairman Morin replied yup. Chairman Morin then said, the next question is right now we're doing the 14 day quarantine. The State has dropped it seven days with a test. Chief Buxton replied, only for nonessential travel. If you were quarantined because of an exposure you cannot test out of that quarantine. Chairman Morin asked do we want to drop to that or leave it at the two weeks. Selectman Coutu asked, I thought it was 14? Chief Buxton replied it was at the 14. On Monday it got dropped to 10. The decision this evening is to either stay at 14 or drop to 10. That's the decision before the Board tonight. The one caveat I have is if you go for a COVID test it is 48-72 hours. So you're not getting your result until you're well past the 10 days anyway. Selectman Roy asked, I thought it was clear, but I guess now, is the 10 day just for the nonessential travel or is all of them? Chief Buxton replied, all of them. Selectman Roy went on to ask, if the nonessential travel at the 7<sup>th</sup> day after you return is when you would have to get the test? Chief Buxton replied correct. Selectman Roy then said, then it's two or three days after that you would have the results. Selectman Martin was recognized and said keep it at 14. Next thing you know they're gonna tell you can be out of work for two days. It's just getting ridiculous. Keep it at 14 and play it safe. My opinion. They keep changing these guidelines and they can't even get a grasp on everything. Selectman Coutu said they're the experts. Selectman Martin replied, I don't care if you call yourself and expert I don't care. Selectman Coutu replied, I didn't say I was an expert. I said they're calling themselves experts. Selectman Martin replied, if they're experts that's fine. But I'm not going to believe the experts. They started at 14 days now they went to 10. I'm in the position to say stay at 14. Selectman Coutu asked, Selectman Martin a year ago you didn't believe that COVID existed. Selectman Martin replied, I still don't. At this point the Chairman asked, Selectman Coutu what would you like to do? Selectman Coutu replied, I trust the experts. I think that 10 days should be the mandatory, not 14. Whatever the majority decides obviously. Selectman Roy was recognized and said in thinking about this, my concern about going to the 14 days is how that affects, if we accelerate how that affects how we're able to maintain manning right. That extra four days could devastate a department. Chairman Morin said well that's hopefully why we're going to split our crews so that doesn't happen. Selectman Roy replied, I understand that but you know. Chairman Morin asked, what would you like to do? Selectman Roy replied, you know I said it earlier today but I think I'm gonna go to the 10 days. Chairman Morin replied, okay. He then said, I'm gonna stay with the two weeks. Selectman Martin said, I'm staying with the two weeks Mr. Chairman and it's just because this...I wasn't alive in 1921 when the flu happened. So that was a little bit different. Selectman Roy laughed, saying it was 1918. Selectman Roy replied, same timeframe. He went on to say, I'm alive now. Yes we have experts out there. It's not that I don't believe them but we want to set a rule and then change it all of a sudden because things have changed. Just leave it. Leave it where it's at. It's working. The second you change it everyone gets confused. I know the world is confused about this because there's no guidance. It's all...I stay with my 14 days. I stay away from the news. Stay with the 14 days. Chairman Morin replied, alright, we got two 14 days.

Chairman Morin then recognized Selectman Coutu who said, no I just...I hear so much inconsistency. I'm sure...Chief (Buxton), we're gonna go, you're going to go back to having to listen to the experts that work for the Governor's office work for the State of New Hampshire, just as you had in the past and it's gonna be on a daily basis. Do you trust what you're being told? Chief Buxton replied, yes. Selectman Coutu went on to say, okay. So you trust the expert opinion. Chief Buxton replied, I do. I do. Selectman Coutu thanked the Chief for his reply and then said, I don't think you can get much higher than that in the Town of Hudson. Chairman Morin replied, well you can, but. Chairman Morin then said, alright, so we're two to two Chief. I guess you're gonna have to give us what your feeling is on it. Chief Buxton said, so the reality is, is that the State of New Hampshire took the CDC's guidance and it's in the situation report that I sent out to you, the way they voted. They did not recommend the test out option because they didn't find that to be reasonable. Which means that they didn't provide a test option so the reduction to 10 days was a full 10 days. It wasn't a

partial seven days and a test and a test and then you came back at seven days instead of 10 days. So I'm comfortable moving to the 10 day thermometer because it is set and firm in one spot. The only caveat to that is the non-essential travel and I think the reality is the "adult in the room" being the department head or supervisor needs to be talking with their employees in regards to it may not be time for that trip to Florida at this point because you're going to have to quarantine for a minimum of seven days and a test and your test result is not even going to be back until you're up to 10 days totally. So there's a piece there and there needs to be a reality and everybody makes their own decision, but that conversation needs to be had. And people need to recognize that. There's still a lot of confusion around the non-essential travel restriction because it probably wasn't communicated out as hard from the State as it could have been because it was around the holiday. So I'm comfortable with the 10 days because it is firm. There's no ability to test out. On the non-essential travel side of the house, that's a different category. You have the 10 days with a test out option at day seven. I'm comfortable with that. Chairman Morin then said, alright if the EOC Director is okay with that, I'll go with that recommendation at this time. So that's what we'll do. Okay? Everybody's good with that?

At this point the Chairman went on to say, next thing is does this Board want a daily attendance of how many employees we have out? So we're keeping track of how we're going with how many people we got out. And that would include everybody, not just COVID and it does include vacations or personal days. Just sick days. Selectman Martin was recognized and said, I don't think we need it. The EOC needs it and if he wants to report it to us, I think that should be the way it should go. It shouldn't be a burden to them to have to report daily to us...Chairman Morin interrupted Selectman Martin saying, no we can get it but it's all going to get out to you guys. That's why we're gonna do it. Selectman Martin said, that's fine but if it doesn't come to me, I'm not going to cry over it. The EOC needs it more than I do. Chairman Morin said right. Right now they're doing just either quarantines, exposures. I'm talking everything so we see what we have for an employee pool. And it may, some of the questions Selectman Coutu said, what if somebody calls in. you know what I mean? We can kind of track. Not saying that's happening but it will give us some numbers and some ideas. Everybody's good with that? Chief? Chief Buxton replied, I've got it.

Chairman Morin went on to say, now the big one? When do we want to put into effect the crews splitting or the limiting and putting people working virtually from home? Selectman Martin said I move to make it 12/9/2020. Selectman Coutu replied, that's tomorrow. We've got things going on in the building tomorrow. Selectman Roy said I'd say 12/14. Chief Buxton asked, the 14<sup>th</sup> is that what you said? Chairman Morin replied yes the 14<sup>th</sup> just to give everybody a chance to get everything in place. Chief Buxton replied, my recommendation would be that we empower the Department Heads to pass in their plans over the next couple of days. We meet on Thursdays. We can review those and we can move forward. I think the Department Head should be encouraged to have some presence onsite to keep the division open so services continue to get delivered, but the create a rotation of staff that is fair for their labor pool to get protected. Because basically the exposure isn't...just think about the Town Clerk's office here for a minute. We just did a great job up there with separation for employees and such. Their exposure isn't going to come from outside of the building. It is going to come from our friends who come to work with us every day. Right? So we need the separation of staff needs to be done and that's the Department Head to look at their rotations and what they need to minimally bring that forward. We bring that on Thursday and it gives them Friday to get it scheduled and goes into effect on Monday the 14<sup>th</sup> would be my recommendation. Chairman Morin then said, make that a motion? Or you want to just let the EOC take care of it? Selectman Coutu said that would be an EOC decision. I think that would be appropriate. Chairman Morin then said, okay. I just want to comment one more thing. This isn't to cause any further hardship for the departments. This is to protect our employees. My personal opinion and watching how this has all evolved since we started this again, there's been a very big lack of information being passed out to employees. My personal opinion is there's been a lot of push back with this cuz for some reason we don't want to do this. I would ask that if anybody has any issues and they have concerns, get ahold of the EOC, Chief Buxton or myself or actually any of the members of the Board of Selectmen and let us know what it is. Because it seems like there's been a lot of pushback this time and this is for everybody's safety. It's not to hurt anything it's for the safety of our employees and to keep the Town running. And again, I will make...I can see it in Lisa's eyes. A lot of information has not been passed along either. And that's not her fault. That's not the Department Heads faults that's this level and the level just below us. We didn't get the information out so we need to do that. Chief Buxton was recognized and said, I'd just like to make sure the Board recognizes, we need to develop a metric that's will provide guidance to the Department Heads to say when we're coming out of the Continuity of Operation Plan. We

can't just, when we go out on Monday we need to have a light at the end of the tunnel and we'll be working in safety and looking at guidance documents from the State to give a recommendation to you folks on Thursday as to what the metric going to be for us to come out and go back to normal operation. Selectman Roy spoke up and said, I think in thinking about it, maybe we make it our obligation to review it say, every 30 days. I don't know what the rest of the Board says but then we know where the DHHS is and we have a months' worth of information to make a decision at that point. Chief Buxton replied to this saying that actually works out somewhat reasonable. Today is the 8<sup>th</sup>. You're next meeting will be January 12<sup>th</sup>, unless you call for a special meeting. So that gives a month of time that you're going to have some information to review. That seems reasonable at this point. Chairman Morin added, and I think from here out we'll have you back in the meeting to do an update.

Selectman Coutu was recognized and said, it's very difficult when we have a, when you're running a municipality to ascertain a metric, but I think the metric is all in the numbers. Chief Buxton said, I agree with you. Selectman Coutu continued on saying that is the review. If the numbers have stabilized or there's no significant increase, there could be a substantial phase in of the staff coming in. so the metric is going to be in the numbers, however that's what's going to impact us one way or the other. It could be to a point that it's so severe, and I know this is happening in some communities across America, they are shutting down, completely, the entire government shutting down. I don't want to see us get to that point. Is it conceivable that that could happen? Yes it is. Because if we don't do the processes necessary to protect our employees it can happen in house. Just like it is in larger companies around the company. So the metrics in the numbers. Review them on a monthly basis and then you tell us when you feel comfortable. EOC, when you guys get together and you ascertain you know, nothings moved, things are pretty stable, let's start phasing in, you tell us when to phase in, where we should start to phase in and we'll act appropriately. Chairman Morin asked, anything else for the Chief? That was difficult but I appreciate everybody's input on that. Unfortunately we've got to go backwards again. Thank you. Thank you Chief. At this time Selectman Roy said, I'm sorry, I do have one other thing. Can we do similar to what we did back in March where we sent out an explanation of what's going on? Chief Buxton replied, I'll work with Steve to get that out and get that going. Selectman Martin asked, just in an email right? Selectman Roy replied, yeah, however they did that. Chief Buxton replied, Steve handled the one for staff and I handled the one regarding activities from the EOC to the Board. So we can get that done. Chairman Morin, Selectman Martin and Selectman Coutu thanked the Chief.

Chairman Morin went on to say, alright, the next discussion is our meeting. Do you want to just meet at the Community Center as a Board of do you want to just have...what do you want to do? Selectman Coutu said, I think that we need to be accessible to the public for the reason that we are the governing body. So I think we probably should be meeting at the Community Center. But if we could try to tailor our meetings somehow where we could have one a month it might work better during the pandemic? Because its things are going to get worse before it gets better. The less exposure we all have the better. I'm the senior in the group so I worry all the time. But I think that Community Center and if we can tailor the meetings to once a month. If not we'll do it the second and forth Tuesday that we meet. Selectman Roy then said, I just think that with, at least for the time being, one person down, and one other person in a high risk category, we're just kind of really close on the edge to having a quorum. Right? And I guess I'm concerned about that. I don't know that I...I think going remote would be a better option. That's my feeling on that. Chairman Morin said, her points well taken. We're telling all our Department Heads to split their crews to keep everybody safe. You know and I get what you're saying. It's up to the Board, what you want to do. Selectman Roy said, and I think that we have enough things in place where public accessibility is there. We've developed that where we can have public input through mediums online and stuff that we would still be accessible. I guess my head goes to weird places. I get concerned with not having a quorum and then we can't govern, right? Selectman Coutu replied, I'm fine with it if you want to go remote. I'm fine with that. Chairman Morin asked are you sure? To which Selectman Coutu replied, yeah, I'm fine. Selectman Martin was recognized and said, I'll let you guys see my glow stickers on the wall. (Laughter in the crowd). Selectman Martin went on to say, yes I'm fine. Chairman Morin then said, so we're talking the first meeting in January we'll be remote? To which the Board all agreed. Chairman Morin asked, Mr. Malizia, all set with that? To which he replied, yup, I hear you.

Chairman Morin asked anything else on COVID? Executive Assistant, Jill Laffin was recognized and she said, can I just ask one clarifying question? The Board of Selectmen will continue to meet the second and fourth Tuesdays, remote, not going to one meeting as Selectman Coutu suggested? Selectman Roy replied, right. My intent, I don't know if everybody else's was, that we continue our regular schedule, just remotely.

Ms. Laffin thanked the Board for the clarification. Seeing no further questions, the Chairman moved on to new business.

8. NEW BUSINESS

A. HPD - Transfer of Vehicle to Rec Department

Chairman Morin recognized Police Chief Avery and Recreation Director, Chrissy Peterson. Chief Avery started off by saying, thank you Mr. Chairman, members of the Board. The Rec Director, Chrissy Peterson and myself are before you tonight basically to get permission to transfer a vehicle. I know Chairman Morin is aware of it, the Rec Department currently has a 2006 Chevy Trailblazer that is on its last legs, costing a lot of money in repairs. We happen to have a car that we're going to be trading in, in July that we're going to recommend moving over to the Rec Department. It's one of our detective Ford Explorers. We'll transfer that to the Rec Department. It's a lot newer vehicle. Has a little bit more miles but it is in much better shape than her vehicle. In turn we're requesting \$4,000 be transferred from the Rec Department to the Police Department and we will be taking that vehicle, the Trailblazer and trading it in. and that will go towards a Chevy pickup truck. What is the pickup truck going to be used for? We're going to be transferring the services bureau Ford Fusion to the Detective Bureau to be used as a detective vehicle and the Services Bureau is in need of a larger vehicle to transport equipment up to the firing range. To recruiting trips, although they're on hold right now, taking recruits to get uniforms, picking up uniforms and such. It will be a multi-purpose vehicle that will be purchased and put into the service bureau. That is my recommendation tonight. I'd be happy to take any questions. Chairman Morin asked, Chrissy, would you explain what the last problem was with your vehicle and? Ms. Peterson replied, well as of today, I got locked in the vehicle and had to climb out. The door handle broke. So that's the most recent one. Laughter in the room. Selectman Coutu said, women drivers. Laughter continued. Ms. Peterson went on to say, luckily no one was around so they didn't see me because it wasn't pretty. But the shifter has been broken and was coming out of place and so it was kind of dangerous. That was the biggest issue with it. Then numerous other issues. It's basically falling apart from the inside out. No kidding. Chairman Morin asked if there were any questions. Selectman Coutu said, I already lost all the women votes, I'm going to shut up. Laughter in the room. Selectman Coutu then asked, do you have a motion Mr. Chairman? To which Chairman Morin replied if you would like sir. Selectman Roy made a motion to accept the Police Departments recommendation to purchase one Chevy Silverado vehicle from...Mr. Malizia spoke up saying, it's better off if you let the Chairman read the motion. There's actually three of them I prepared that will actually take care of waiving the bidding requirements, buying a police vehicle and transferring for the Recreation Department so if the Chair reads the motions those would be appropriate. Chairman Morin read, to waive chapter 98-7 Bidding Procedure of Town Code to for the purpose of replacing a Police vehicle. Selectman Coutu made this motion, Seconded by \_\_\_\_\_ Selectman \_\_\_\_\_ Roy. Carried 4-0.

Selectman Roy made a motion, seconded by Selectman Coutu to purchase one (1) Chevrolet Silverado vehicle from Colonial Municipal Group of Plymouth MA in the amount of \$24,981.00. Carried 4-0.

Selectman Roy made a motion, seconded by Selectman Coutu to authorize a line item transfer in the amount of \$4,000 from the Recreation Department Basketball program, account 5831-252 to the Police Department Patrol Automobile account 5630-402 for the trade in value of a vehicle being transferred from the Police Department to the Recreation Department. Carried 4-0.

Chairman Morin asked, before you leave would you like to talk about your event you have planned on this weekend? Ms. Peterson explained this Saturday, December 12<sup>th</sup>, we are having a Santa Claus is Coming to Hudson event. Santa is coming in his sleigh. We're going to be starting at the south end of Town by Ayotte's, working our way, very similar to the route we did our Easter Bunny drive by with some minor adjustments. We'll be ending on Flying Rock Road. For people who'd like to see him that we don't go down their street, we'll go through the Nottingham West parking lot and the Alvrine parking lot. So people can see if they don't



want to go to a street near them they can go to a parking lot and get a glimpse of Santa going by. Chairman Morin asked, Elf Roger, you got any information on this? Laughter in the crowd. Chairman Morin thanked Ms. Peterson for attending.

#### B. Hudson Speedway Operating License

Chairman Morin recognized Town Administrator, Steve Malizia. Mr. Malizia explained, I don't know if he's in attendance, but Mr. Bosowski who owns and operates the Hudson Speedway is looking to propose dates other than Sundays and holidays for the next season. I believe he would like to expand the number of races and introduce a new program at the Speedway. I'm assuming he's in the audience and he can certainly speak more to his request. But in essence he's requesting dates that are not articulated in Town Code. Right now Town Code only allows racing on Sundays from a certain time from a certain time of the year and holidays. So Mr. Bosowski I believe wants to speak to the Board about the possibility in expanding his schedule. If the Board is interested in entertaining that and changing Town Code to allow for that, it would require two public hearings. As you recall we did one for the sale of alcohol, having a beer garden. It would follow similar process but assuming Mr. Bosowski is there he can speak to his proposal.

Chairman Morin recognized Mr. Bosowski who said, my name is Ben Bosowski. I'm the owner/operator of Hudson Speedway. I know I was just here for the beer garden stuff and it seems like I'm asking a lot for different stuff. I don't know what you have in front of you but I have the letter I sent with the proposed dates. I know there's a lot of dates on there. My plan was not to use all of them but I just put all the Thursdays and all the Saturdays just in reference for it. The reason for this is me and a friend of mine, we decided to start a kids driving school to get more of the younger people that want to get into racing and I do have a lot of interest in it. The only thing is that I don't have enough time on my Sunday schedule to put that in. the only way for this to work is if I add another day of doing it. That's when I put in I believe it was for Thursdays, I think I have the times, duh, right here. I kind of scheduled it as a regular race day spring and fall hours would fall after school. We wouldn't be doing this during school hours obviously. During the summer it would be like our regular race hours 12-4pm. this program that we started is to, how can I word it, I've had a lot of interest in it from families that have no racing experience at all. These kids pretty much were kids from the grandstands. They saw their favorite drivers running and they want to get into it. Me and Mr. Marshall, who was supposed to be here tonight but he's selling his house, we came up with an idea for kids to get into this for driving purposes. This is a noncompetitive school. We are treating this like a school. You have certain amount of book like and classroom time. And then you have a certain amount of drive time. We don't want to just stick a kid in a car and go have fun. I've seen it happen before and me and him did not feel safe doing that. So we decided to start this. The other Saturday race days that I am trying to go for is I'm asking for these because I have a lot of bigger touring divisions that want to show up since we've become a NASCAR home track, we've been publicized all over the country as a small track. So I have a lot of divisions wanting to come and race here but the only problem is with the Sunday is that they all have to drive home after the race and a lot of people they come from Pennsylvania, New York, Canada and pretty much lower states and to ask them to drive home on a Sunday night at 9:00pm and they have a four or five ride home is not really fair to them and a lot of tours don't want to come on a Sunday. They prefer Saturday. If there's any questions I'd be glad to answer them.

Chairman Morin asked how often would you be holding Saturday events? Mr. Bosowski replied maybe four times. That's it. Not very often. Chairman Morin then asked, and how often would the school be going on? Mr. Bosowski replied, the school would be going on I believe I have it as 10 race days. Or 10 school days. That would be on a Thursday. Chairman Morin asked, and you're going to have racecars? That's the plan or how's that work? Mr. Bosowski replied so the kid's cars are actually a bone stock car. No after-market exhaust. It's pretty much if you were to take a Honda Civic right off the road, put a roll cage in it, all the safety equipment, as a racecar, no performance mods whatsoever and they're governed by a throttle stop so they may be doing 40mph. So if you were to take your car on the street, do 40mph, roll down your window and that's how loud they'd be. Chairman Morin asked, is it just the kids who are there or do you allow people to watch? How's that work? Mr. Bosowski replied, how we were gonna do it was obviously the families can come and watch but it would not be open to grandstands spectators. It's not a regular race day. It's a school where

parents can come and watch or they can just drop their kid off. Pretty much we're just trying to treat it like a school.

Selectman Coutu was recognized and said, Ben, based on, I went through this, I looked at your calendar and I looked at the events you know you're asking to go from 34 dates to 88 dates. That's almost a 200% increase. Mr. Bowoski replied, like I said, I just put those dates there, I went a little over the top knowing I wasn't going to get all of them. Obviously I do not want to run every Saturday and Sunday, I will have no life. I don't want to do that. I just put them there to get your feedback on it. Selectman Coutu said, the first thing I would suggest, Mr. Chairman is that before we schedule a public hearing, plenty of time, first thing is not scheduled til April 4<sup>th</sup> is that you bring this back home, you review it and you narrow this down. 34 to 88 races, we're going to have 50 people at the public hearing screaming and hollering about that many events. I think that you need to taper it, redo your calendar, color code your calendar, I think you did in terms of kids on Thursdays. The races on Sunday, what are you doing Saturday? Oh, special races so you can attract people for...because of your designation as a NASCAR official track? Who got that out? Mr. Bosowski replied, I believe it or not, once you are in the NASCAR circuit, they blast it all over their media sites and everything else. Selectman Coutu told a story of how he raced one time at Hudson Speedway. He came in second to last in a spectator's race. Selectman Coutu went on to say, I think you should taper this down so it's more comfortable for us to have a public hearing where we have something more concise and precise. The other thing Ben is when I went through the rules and I tried to acclimate myself with racing regulations. You're in driver safety before it says competitive vehicles, should be page 5 or whatever. A throttle stop, which is to be adjusted by track personnel to keep vehicles going a safe speed. If a vehicle has an advantage, track officials reserve the right to adjust up or down the speed of the vehicle. Nothing wrong with that. Selectman Coutu went on to say, no tampering of this setting once season has begun. Tampering may result...Tampering should result, will result. Because once you say to one guy, no you tampered, the rule applies across the Board or your gonna have a battle in the pits showing favoritism. Mr. Bosowski replied, I agree. Selectman Coutu went on to say you can't be subjective here. You've got to say tampering will result in disciplinary action because tampering if it's tampered with they got an advantage what are you gonna do deny them the trophy but the other guy had the trophy taken away from him the las time. You can't be subjective about something like this. That was the only thing I found difficult if I were a racer to accept rules should apply across the board. I think that's the best thing to do to narrow this all down.

Selectman Roy was recognized and said I have a couple of questions. For the school, how many vehicles are you talking about? Mr. Bosowski replied, it would depend on how my students sign up for it because the students would have to bring their own vehicle in and we would check on it. Probably max would most likely be 15. Just because we want to get more one on one with the kids on driving perfection, how to enter a corner if there's something wrong with the car to identify it. You start having a lot of kids showing up you're getting not as much attention to the student. Selectman Roy then asked, is there an adult in the car with the child? Mr. Bosowski replied, no so what we're planning on doing is when the child is in the car they will have a headset that the instructor will be watching them. We do this on our regular race date. Mr. Bowsowki explained the way a receiver is tapped into the helmet of the driver. We can't have adults in the car because if we were going to put a two person seat it's a lot more money and cost effective for the parents. Selectman Roy went on to say, I think along with what Mr. Coutu said you might want to put a limit on the number of vehicles for the school. So when you do the public hearing neighbors don't think that all of a sudden there's gonna be 40 cars on a Thursday night. Mr. Bosowski said, that's understandable on that. On Mr. Coutu's concern last time, the school doesn't give out trophies, we're doing a merit badge system. So pretty much from a person that doesn't know how to hold the line on the car we do over the radio say hey, hit your points. They'll get a merit badge of some sort. There won't be trophies because we're trying to keep the competitiveness out of it now. At this point the Board thanked Mr. Bosowksi and look forward to seeing him when he comes back with a clearer more defined plan.

### C. Musquash Conservation Land - Proposed Parking Area

Chairman Morin recognized Town Engineer, Elvis Dhima. Mr. Dhima started off saying, thank you. I have with me tonight the Chairman of the Con Comm, Mr. Brownrigg and the Vice Chair, Mr. Collins. I'll present the case and we'll take any questions you might have. Mr. Dhima went on to say, basically the Con Comm has taken upon themselves to construct a parking lot at Musquash Conservation Land. It will accommodate 20 vehicles at one time. This is being done in partnership with Public Works and Engineering. Engineering Department already completed design and has completed the permit review for the State for the shoreland protection. We're in front of you tonight to ask you if the Board of Selectmen wish to move forward with this project and also ask you if you're willing to allow the Public Works to help with the construction phase of this only for the labor. As far as the materials associated with this project, they'll be covered 100% by the Conservation Commission. With that said you have three items in front of you tonight. Three motions. The first one is to authorize the Town Engineer to move forward with the permit. The second one is to authorize the Public Works to assist with the construction of the project or the third one, not to do anything at this time. In addition, I want to say that part of the permit was reaching out to the abutters and some of them did come out. We had a great meeting at the Conservation Commission. I think they did a great job addressing all the concerns so that's been taken care of as well. It was addressed. So with that said, I'll open up for questions.

Chairman Morin said, I was at the Conservation Committee meeting when the abutters came in and they seemed pretty satisfied with the answers they got from the Commissioners. They didn't come tonight so I'm gonna assume they're good with it. But if Bill or Randy can tell exactly why this came to tuition, why you wanted to do this would probably be a great help. With that being said, Bill Collins said, over the past year or so we've seen a significant increase in the number of visitors to the site. And the current parking that we have is in kind of a precarious place. When you pull off Musquash Road you travel down a dirt road into an oval which doesn't really allow for a lot of parking. In the winter time the road builds up with ice and visitors to the site tend to park up near the historic parts of the property, closer to Musquash Road, leaving it a little more difficult to people coming onto the site or leaving the site. What we're looking to do is move parking closer to Musquash Road in a better, more level, area that allows us to adequately park up to 20 cars. We may not have 20 cars at any given time but it allows for enough room for people to come and go as they please. The topography is level so the site we picked would require minimum site work to achieve what we want and it moves it closer to the road making it more visible to police patrolling the area and things like that. Also, for us driving by if we see people loitering down there or something like that we can kind of point it out. Really it's all about a level of service we want to provide to the community. Like I said there's a substantially higher number of people hiking the trails and this allows for a safer, more friendly environment for people to use. Selectman Coutu said, I think it's overdue. Selectman Martin said, I agree, it is overdue and it is taking the work of a lot of volunteers to get this to come to fruition and I appreciate that very much. I think it's a good use but I do have a question. My question is where did the approximate \$12,000 come from? Mr. Dhima started to speak and was interrupted by Mr. Brownrigg who said, it's gonna come from our fund. Selectman Martin replied, no, no, no, I don't want to know where the money's coming from. Mr. Dhima asked, the estimate? To which Selectman Martin relied yes. Mr. Dhima went on to say, the estimate, there was a plan put in place as far as grading goes, crushed stone, there's not going to be a paved parking area, so basically what the \$12,000 includes is the removal of the trees, the stumps, brining gravel in, grading it out and equipment that DPW needs to rent out outside of our own Town owned equipment and basically loam and seed. Basically anything that will not come from the Town but will come from the Conservation Commission. That estimate comes from the plan that we put in place.

Selectman Coutu was recognized and asked, Jess (Forrence) is this going to be an end of year project and you're comfortable with this? DPW Director Jess Forrence replied, it will be an end of winter project. Springtime. Hopefully we're not in a real bad situation with the week on week off but we're pretty sure we can still make it happen. Selectman Coutu replied, please don't let Randy Brownrigg near any of our equipment. Laughter in the room.

Selectman Martin made a motion, seconded by Selectman Roy to authorize the Town Engineer to file for the Shoreland Projection permit to the NHDES. Carried 4-0.

Selectman Martin made a motion, seconded by Selectman Roy to authorize the Public Works Director to assist with construction of this project. Carried 4-0.

D. 112 & 114 Greeley Street - Sewer Main Extension

Mr. Dhima was again recognized and said, thank you Mr. Chairman. The next item for you tonight is a special request for 112 and 114 Greeley Street lots. These two lots are located outside of the sewer district. As you are aware, all the lots within the sewer district are entitled to connect to Town sewer. They're entitled to a certain sewer allocation. Anything outside of the sewer district cannot connect unless they have a special waiver from the Board of Selectmen. The parcels that you have in front of you tonight are adjacent to the sewer district and they do have sewer adjacent to these properties. Based on the sewer ordinance, it clearly states on the first memo I sent you, it basically allows this Board or gives this Board the authority to grant the request. Obviously for Town projects it's much easier. If it's hospitals, Town facilities, but also has language related to industrial, commercial and residential use. In addition to your packet, you have a memo from Mr. Vasser who's representing his client, related to why the Board should at least listen to the request. I'm here in front of you tonight to take any questions you might have and also I prepared a matrix for you to basically show what our sewer balance is, what they requesting and hopefully help you with a decision tonight. With that said, I'll take any questions you might have.

Selectman Coutu was recognized and asked Elvis, I wasn't too keen on the idea when I first read this. You know how I am about sewer allocation. I looked at the two parcels. They're sizable parcels and I can see by the logistical information sheet you gave us relative to sewer that they're surrounded with sewer. Every abutter, abutting property or development has sewer. So I'm going to assume, my first question, that you're gonna draw from Greeley? Mr. Dhima replied, actually they're going to go in the back Selectman Coutu. Selectman Coutu asked, so there's a right of way on the upper left-hand side where the 8" PVC is running? Mr. Dhima replied, they will have to secure that easement, correct. The easement will be private and the sewer, if this Board recommends it tonight, will be all private. They'll have to secure it and figure out during the Planning Board review, whenever they come in for it, it's my understanding that this property been looked to be developed for a residential area. Selectman Coutu interrupted Mr. Dhima asking, is there sewerage available from Greeley Street? Mr. Dhima replied, no there's no sewer on Greeley Street. Only water. Selectman Coutu then said, so it does have to come from the back property. Mr. Dhima said, correct. Selectman Coutu then said, so he has three places he could technically draw from. Mr. Dhima said, correct. Or connect to, yes. Selectman Coutu then asked, what is the plan? How many houses do they want to put in there? Mr. Dhima replied, it's my understanding that it's residential and it could be either single family or it could be 55 plus community as well. Selectman Coutu said, so they haven't decided. So the density of land makes a difference. If he's going 55 and over he can put you know, 50 of them in the there. Not 50, but a few. Mr. Dhima said, yes, if you're familiar, the most recent one 55 plus, if they decide that way, I can't confirm, so the two versions your looking at is Cobblestone Village of Belknap or you're looking at Mansfield Drive which is basically off Old Derry Lane. Single family, water sewer. It provides them more ability if they have the infrastructure from the Town hooked up. There's no doubt about it. But I'm not sure which way they're going to go. It's going to be up to them. But the sewer will make the difference. Selectman Coutu said, the problem I'm having, Elvis, is that a 55 and over community is going to require a lot more than what they're requesting. Mr. Dhima replied, actually we did the math and 14,500 is maximum. What they're coming up with. The reason we came up with that number and I'll tell you. Selectman Coutu said you talking about the 14,700? Mr. Dhima said, the 14,600. I can do that math real quick for you right now. What we assumed was worst case scenario and the worst case scenario was, and I don't know which way they're going one way or another, I always prepare for the worse because they can always pay for less. So 14,600 divided by 150 gallons per day, per bedroom, divided by 2...about 47 units. You were pretty close to 50. About 47 houses. Selectman Coutu asked that's a 55 and over. To which Mr. Dhima replied, that's a 55 and over. Two bedroom max. Just to give you an idea, Cobblestone, I believe was 27 houses. Selectman Coutu said, I just wanted to make sure the math was correct because I saw the potential for both.

Selectman Coutu then said, Mr. Chairman, I have no problem otherwise this piece of land is land locked. It should probably have sewerage so it's competitive with all of the surrounding neighborhood and I think it makes sense at this time to approve this subdivision. Mr. Dhima said the sewer allocations only. Mr. Dhima then said, also, there's a donation there they're willing to do that as well. The reason for that is believe it or not, I guess people do watch the Board of Selectmen meeting and we always talk about this. Selectman Coutu said, I don't let that kind of stuff influence me. It's what's best for the Town. Not whether or not somebody's donating money to the Town. It's nice of them to do that. If they want to do that fine? They're

under no obligation to do it. I'm not holding them to their donation but apparently they're committed because you're asking us to make a motion to accept a donation so, my decision is not based on how much money somebody's willing to give us. Mr. Dhima replied, I understand Selectman Coutu. The reason I said that it was, people understand there's work being done to the sewer system for us to have the additional sewer capacity. And that's why the question was what is the Town continuing to do? We are continuing to do the infiltration inflow program. We have one phase two right now in place and we have another one for next year for \$30,000. So if this does happen tonight we might be able to do both phases this year. We might go out to bid for the last one. So every time we take water out of the system this is what you're creating an opportunity to bring more people into the system. That's what it was created for. That's why that's in place. That's why you've been asked.

Selectman Martin was recognized and said, so am I looking at this correctly? This one lot, 112, is the lot that they want to put sewer at? Mr. Dhima replied, 112 and 114. There's two lots. Selectman Martin said, they're two different lots. Okay. Mr. Dhima replied, combined they're 18 acres. They're both adjacent to the sewer district. They're surrounded by it. When we looked at the map I have to be honest, I was a little surprised that they drew the line but they carved these two out. Typically you follow the corridor. As staff, we can't say yes or no. you're the Board that says yes or no, so that's why it's in front of you tonight. It's something that could be accommodated based on the flows. If it was a million gallons per day obviously I wouldn't be here in front of you tonight. Selectman Martin then asked, this property does have the frontage on Greeley Street. Is that correct? Mr. Dhima said, correct, yes. Selectman Coutu made a motion, seconded by Selectman Martin to grant the request of the sewer allocation for an average daily use of not to exceed 14,700 gallons per day for the amount of \$51,891. Carried 4-0.

Mr. Dhima explained, the third motion is basically related to the Board considering to take a donation to fund basically the last phase that we have of infiltration inflow. We budgeted for next year \$30,000. If this happens tonight we can very well take that money either use it for camera equipment the DPW needs it uses for infiltration inflow. Or we can simply take that money and fund the third phase of the I & I. The Town Administrator spoke up saying the Board and accept to bring this donation to a public hearing at their next regularly scheduled meeting for a public hearing to accept the donation. With an amount that large it would have to go to public hearing for acceptance. The Board agreed that this was the right thing to do.

Chairman Morin told Mr. Dhima do not leave. He went on to explain the last couple months the Town has received three that I know of complaints about traffic, speed and things to that nature. The Traffic Safety Committee met in the beginning of September, I'm sorry, December and there was discussion of purchasing some flashing radar signs to put on one of our roads to slow it down. But after discussion with everybody involved in that Committee it was determined that that would only work for a limited time and then everybody would get used to them and we'd be right back to it. So Elvis or Jess, one of them had an idea that they have this piece of equipment...well, why don't you explain it...Mr. Dhima replied thank you so after multiple discussions at the Highway Safety Committee that consists of Fire Chief, Police Chief, Town Planner, myself, Mr. Forrence DPW Director and the Chairman, we decided that the best thing to do is have a piece of equipment that allows us to clock speeds and volumes as well at any time of the day without a camera. So privacy is there but we can collect the data. We're getting a lot of complaints as the Chairman said. Mr. Dhima went on to explain the way this piece of equipment and how it would be used to collect data and improve safety. Selectman Coutu didn't feel that this was a good use of resources. There was talk about directed patrols in the area. Selectman Martin felt that bringing a police man in on overtime to give tickets in this area is a better way to spend money than on data being collected for three years and doing absolutely nothing with it. Chairman Morin asked, do you want to make that a motion? Selectman Martin said I probably won't have the support it would go 2-2 or 1-3 so I'm not going to go down that road. But it's better to put somebody down there in an inconspicuous car with a radar because they have them, don't tell me they don't they can sit there and catch a speeder. Selectman Roy asked I think that depends what the goal is. Selectman Martin interrupted and said, enforce the law. Selectman Roy told him stop. Let me finish. To site people for speeding or to slow people down and have them drive safely? What is the goal? Selectman Martin said, both. You get them to slow down and you give them a ticket for speeding and stop saying it's Christmas time I'm not giving you a ticket. Give the damn ticket. Put a car down there instead of collecting data. I just don't see why don't we do a feasibility study to see if the Amazon center could fit on that property. I mean it just doesn't make sense to me. I'm just pointing that out to spend \$2,000 on something that's not needed.

E. Town Clerk's Office Closing Early 12/9/20

Chairman Morin explained that this was previously approved as the Clerk's Office needed time to plan for this closure and to let the public know.

F. Town Clerk's Office/Sewer Department Closing Early 12/24/20

The Town Administrator explained that this is something the Town Clerk does each year. Her staff uses earned time for this. Selectman Roy made a motion seconded by Selectman Martin to close at 1:00pm on December 24, 2020. Carried 4-0.

G. Discussion of Future Polling Places

Chairman Morin recognized Town Moderator, Paul Inderbitzen. Mr. Inderbitzen started off saying thank you ladies and gentlemen. I was a little disappointed in the spirit of the season that the Chairman isn't wearing his seasonal suit. Which I really enjoyed seeing at the Telethon. Anyway, you were sent the copies of the pertinent laws, actually more than what you needed for creating a second polling place, or an additional polling place is how it's worded in the law. I've been in contact with the Secretary's Office just to find out what might happen at the State level that would affect this as well. As you know right now if we vote to go to two polling places then we have to have two polling places for every election. Even our Town and School elections. Which to say, it adds extra work to do. The Assistant Secretary did say there are a bunch of laws being proposed or activity being proposed at the State level for changes to the election laws. But he didn't know what they were yet because they haven't been put out by the legislature the way things are working. My feeling is that if we could get some changes to that and I think maybe it will come up, to allow us to have two polling places but then allow the Selectmen on elections that are usually poorly attended like our State primary, every two years, even maybe a Town election, that would allow us to state one. The problem you have with two polling places that the Board of Selectmen would have to create two districts and everybody in that district would have to be notified. That you now have to go here for when you go to vote or to this place when going to vote. For a couple of elections it would be a little harrowing. I found out from the Recreation Director there were about 20 cars that came on November 3<sup>rd</sup> to the Community Center looking to vote. We knew that would happen. It wasn't too bad. The publicity we did was very good.

Mr. Inderbitzen went on to say, so my feeling is, my recommendation would be that we have time. if we put it on this election we don't know what's going to happen at the State level at this point. In 2021 there will be just one election. The Town/School. We don't have to worry until 2022 which is the next State Primary and State election. So I would say that we hold off this year or for the March 21 election. Because if we voted in March 22 we would have time to get ready for the primary and the State election in 22. Chairman Morin asked if there were any comments. Selectman Martin said, I have a comment. I think it's time that we put this to bed. I mean I agree with the March 21. You're kind of compressed to put a plan together and get it changed. I understand that. But I think as soon as that's done we need to talk about two polling places. It's so important to do this. It's gonna be confusing but it's also confusing to say well this year we're going to have one polling place and next year we're gonna have two. If you keep changing back and forth it's just it's not good. So go to two. Make a district. However you want to do it. However you need to do it and go from there. We have to do something to put the staff there to do the books. Assistant Moderator and all that good stuff. So it's not a bad idea.

Selectman Roy then spoke saying, correct me if I'm wrong but doesn't this have to be a warrant article? The Moderator replied, yes, it would have to be a warrant article. Selectman Roy then said so if we put it on this warrant...Mr. Inderbitzen who said it was going to apply for March of 2022. Whereas if we put it on March of 22 it wouldn't apply then until September or November of 22 which is the next biennial State election. Selectman Roy replied but I think if we put it March of 21 we would have a year to figure it all out. Then have a system in place. The districts decided you know all of those kinds of things. That's sort of what...because I think quite frankly we've outgrown the Community Center as a polling place. The parking is atrocious you

know getting people in and out of there. I just think it's time for us to at least put it on the warrant article and see what the will of the people is. Again, like I said if it gets here today or in March, we have a whole year to kind of get stuff together. Then we can use March of 22 as a test of the system for the following election. Selectman Martin said I agree. I agree. So I guess the question is who's gonna draw up the warrant article? Selectman Coutu said we have an attorney for that. Mr. Inderbitzen said legal, but there's certain wording that you have to have although I couldn't find the wording in the law. It just says if the Town so votes and additional polling place can be applied. It doesn't have to be specified where the additional polling place is. Just like this election Board of Selectmen decided we were moving it from the Community Center to the school. Selectman Roy said, I would once again say put it on this March then we have a year to figure out the logistics.

Selectman Coutu was recognized and said no, I'm just thinking, I don't know if it would require additional cost. We have to figure out, Paul, what the additional cost would be. Number of people, number of polling booths, reproducing the books. What does that initial setup cost? We may have to raise and appropriate that amount of money. Mr. Inderbitzen replied you're basically going to be splitting the workers. I don't think it will be too much additional because we're not going to have eight stations at one polling place plus another eight. We're going to have four or five and four or five. We're going to split the people. A lot of logistics involved. The book is printed separately and once you create a ward your book is printed by ward. That's usually what the cities do. There's some other minor things. I don't know if it would increase the cost that much. I don't have an estimate because my feeling is we're just going to split what we had at the Community Center. Selectman Coutu replied, that all works til there's a Presidential Election and you're gonna need two counting machines each, same number of people at both of them. Mr. Inderbitzen said, double the number of people for this election. I had planned that in my budget. Although I think I'm over budget (laughs). Selectman Coutu said, so you didn't have to buy double the equipment. Mr. Inderbitzen said no because we have...we might buy another voting machine so we have three at both places. We have five now. We'll use one as a backup so we would split them. Discussion of how many booths are needed went on. Mr. Inderbitzen would like to replace some of the older voting booths. Chairman Morin asked do you want to do a motion or just put it forward. Selectman Martin said I think we need to put it forward to get it to the public to get an idea of what the Town wants. Mr. Inderbitzen replied, that would be a warrant article you guys would decide. It's one that you guys can work on because there's no money connected to it.

Chairman Morin said, Mr. Malizia, who said, so I'll have the Attorney write something for the next meeting. Chairman Morin replied, thank you. Is everybody good? Mr. Inderbitzen said I'll probably be coming back to you on this March election and how we're going to handle with COVID and everything. There's a new law that's not so much the election but the Deliberative Session. Because there is a procedure and a bill in place for remote meetings. If you can only get so many people into the Community Center you have to have another place for any overflow to watch and participate from. The Planning Board is currently using a system. We're in better shape than a lot of towns. The Planning Board is already using a system where people can remotely ask questions and participate. We're going to have to do that on a Town-wide basis. The problem with that is there's a requirement that every registered voter get notified by mail. Not household this is every registered. We have close to 21,000 registered voters right now. We would have to do a notification. We could probably split between Town and School. Because they're going to need it as well. But that's some of the things to start thinking about. We're having a Zoom meeting tomorrow with the Secretary and the Moderators are doing a Zoom meeting Thursday. I think after that they're going to come out with some guidance for the March election. You have to remember this whole thing about absentee ballots. I think you're going to see a lot more this year because of the COVID issue.

Mr. Inderbitzen said we're waiting to hear about all these meetings. Tomorrow is the Supervisors. Tomorrow night they're running one for everybody who can't make it. I'll come back to you with some information on that. I'll send a copy of the law to Larry Russell and to Steve. You guys will see it eventually. Selectman Coutu said, I have one query. In light of what you just said Paul with potential for new legislation. I'm just curious. We have 11 State Legislators. Do they ever call you on your opinion is on different legislation that effects voting rights or different things? The Moderator replied, not that I've ever heard of. Selectman Coutu said thank you very much. Mr. Inderbitzen said, at some Town's the Board of Selectmen call in their legislators. Selectman Coutu replied, we do that and they tell us they're going to do a lot of things. But I don't see much happening.

H. November Revenues and Expenditures

Chairman Morin recognized Town Administrator Steve Malizia who said, we're five months through the fiscal year. Which is 42%. I don't see any cause at this point for alarm of any in any major department. As you're well aware, we did expenditures, we're waiting on grant money back for the Clerk and Fire Department Admin building and the Assessing office. Everting else looks to be tracking where it should be. Automobiles registrations continue to be strong. We're slightly ahead of 42%. I did have a question about interest but I've asked the Town Accountant to look into it with the Treasurer. It doesn't I look like we've booked any interest income lately so we'll track that down and find out why. Selectman Coutu said that was the only question I had.

9. REMARKS BY THE SCHOOL BOARD - Diana Lamothe was present for the School Board and said, I certainly appreciate all that you are doing to make decisions that ensure the safety of everyone in our Town. We have had the several meetings with the School Board regarding where the students go whether they go in full time or remote full time. Currently we're in a two week full remote schedule. All schools are in full remote for the two weeks following Thanksgiving. Then January 4<sup>th</sup> through the 15<sup>th</sup> which is the two weeks after Christmas. A statement on our decision, we heard from all the principals, teachers, and students. A lot of public input. We have heard repeatedly that K-12 schools are safe. The transmission of COVID is not happening within schools. Mainly I think as we all know the transmissions are from multi family gatherings, crowded restaurants and bars. One challenge we ran into, the reason we went full remote after Thanksgiving is because of contact tracing. If a teacher was in contact, that removes a whole section of the schools. That could create the inability to staff classrooms. You might not have a teacher for the students. Going full remote simplified that. The decision we arrived at after much discussion, December 14<sup>th</sup> through the 22<sup>nd</sup>, we're going to have pre-k through grade 5 full in school. Grades 6-12 are going to continue their full remote. After Christmas break we're going to have all schools going back to what they did before thanksgiving. Elementary is full in. we've been assured there's not transmissions it's very safe. Children need to be in school for mental health and for learning. Middle school and the high school because of the numbers and limited space we went to a hybrid model. You alternate to cut the population in half. There's been a tremendous amount done to make sure staff and students are safe when they go to school.

10. REMARKS BY THE TOWN ADMINISTRATOR - Mr. Malizia said, I really don't have much this evening other than to wish everybody a happy, safe holiday season. Everybody as we've talked about needs to be vigilant so, I'd like to wish everybody a happy and safe holiday season.

11. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Coutu - Selectman Coutu asked, are we paying for the school buses when they're not running? Ms. Lamothe replied, I'll have to come back with an answer for you on that. I do know we are under contract and when the pandemic first came out and we weren't in school there was a negotiated decrease to the amount that we pay but I'll have to ask. This is a two week remote period so I'm guessing we're staying paying the contract. But I'll have to get confirmation on that. Selectman Coutu said you're paying the contract for two weeks because that's a known. Are the bus drivers going to get paid for two weeks or is the bus company going to keep the money for themselves? Ms. Lamothe replied, that would be a bus company operating decision. I don't know. Selectman Coutu said I think that's something the School Committee should be looking into. The School Board. Ms. Lamothe replied, sure. Selectman Coutu said it's only fair. Why should the bus company get all the money? If you're paying a contract to provide transportation that transportation comes with a driver. If the drivers aren't getting paid, the bus company is getting all the money. They're really profiting. I'm going to start a bus company. Ms. Lamothe replied, that's a valid question. My assumption would be if the bus company is getting paid they're paying their employees but I can't answer that. But I'll certainly find an answer.



Selectman Coutu went on to say, Mr. Chairman, I'd like to recognize the fact that we all got a letter in our in box addressed to us individually and I think there was one for the Board collectively. We don't get to see stuff like this too often. People are quick to complain. Very seldom do we hear people complementing. So Integra, which was building an addition to their building on Wentworth Drive, down the Industrial Park, had to go through what most people do when they go through an expanse of their property or their real estate. They have to go through the planning process and they have to deal with several people in Lands and Buildings. They wrote a letter to us thanking us letting us know how satisfied they were with the process and the people that worked with them. Specifically they named a special thank you is extended to Brian Groth, Steve Dube, Dave Hubert, Dave Hotham and Scott Tice. These are all people that work in the Land Use Division. Considering 2-3 years ago we were getting a lot of complaints about different things that were going on in that division. Here's a company signifying their pleasure with the way things were handled. I know they weren't given special treatment. They supplied the service they'd supply anyone coming into Town Hall.

Selectman Coutu went on to say, Mr. Forrence, I can't tell you what a pleasure it is for me this time fo the year to go down by Library Park and look at the decorations. Year after year we hear it and talk about it. It's such a great introduction to our Town. You know how I am about wanting the places where people come into Town to look nice. I'd like the sign at the south end of Town saying they're cutting deer meet in front of our sign removed, but that's up to you guys. But this is beautiful as always out there. I see it more now it's absolutely gorgeous and Snoopy is back. It looks nice and you guys did very very well handling this last storm.

Selectman Coutu then said, Mr. Chairman, we haven't had an opportunity to do it publicly, I'm planning on doing something with you, I think we'll talk about it later. We're going to do some sort of a TV thing. I want to thank anyone and everyone who's watching. I want to thank the response that we got for the telethon. This went far and above anything we expected in the year of COVID. We didn't think people would think about it. But if it wasn't for Chrissy Peterson and the work she did I promoting it I am so impressed. We walked away we almost had \$14,000 in cask donated and four truckloads of food and toys donated to the Food Pantry. And I have received, people have asked me where do I mail a check so I posted it. People said they'd be mailing checks. I want to thank the citizens of Hudson for their response.

Selectman Martin- thank you MR. Chairman. I just want to remind everyone that we continue budget deliberations Thursday this week. A couple more sections of the School budget. I also want to commend. We were out Saturday night we went out to eat. Driving around and there's a wire hanging across the street. So I waited and made a call. They came. And it all worked out. The street was plowed. Excellent job plowing. The Police Department was very busy. Lights out on Lowell Road. everybody did a great job. I want to wish everyone a happy holiday season and Merry Christmas.

Selectman Roy - all I have tonight is I want to wish everyone a happy holiday season, a happy new year and stay safe.

Chairman Morin - I just want to add to Selectman Coutu's comments in reference to the telethon. It was way above our expectations and the support of the community. We did as well as we did because of you.

## 11. NONPUBLIC SESSION

The Town Administrator said, the Chairman will entertain a motion to go into non-public under RSA 91-A: 3 II (b) the hiring of any person as a public employee.

*Motion by Selectman Roy at 10:01 p.m., seconded by Selectman Martin, to go into non-public session. A roll call vote was taken. Carried 4-0.*

Chairman Morin entered Nonpublic Session at 10:01 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 11:12 p.m.

- 1) Selectman Roy made a motion, seconded by Selectman Coutu to hire Joseph Ouellette as a truck driver/laborer, with a starting pay of \$20.12 per hour (grade VII, Step One, in accordance with the Hudson Public Works Department Local #1801 AFSCME Agreement, effective December 21, 2020. Carried 4-0.
- 2) Selectman Roy made a motion, seconded by Selectman Martin to hire Jeff Ferentino, Bill Davidson, and Mike Buxton as temporary part time truck drivers for a winter maintenance program starting December 7, 2020 through March 31, 2021, each at a rate of \$200 per hour without benefits. Carried 4-0.
- 3) Selectman Roy made a motion, seconded by Selectman Coutu to hire Lisa Labrie as the Finance Director with a starting salary of \$92,000 a year with a review in six months. Carried 4-0.
- 4) Selectman Martin made a motion to adjourn at 11:14 p.m. This was seconded by Selectman Roy. Carried 4-0.

12. ADJOURNMENT

Motion to adjourn at 11:14 p.m. by Selectman Martin seconded by Selectman Roy. Carried 4-0.

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

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David S. Morin, Chairman

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Kara Roy, Vice-Chairman

Excused

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Marilyn E. McGrath, Selectman

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Roger E. Coutu, Selectman

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Normand G. Martin, Selectman