

## HUDSON, NH BOARD OF SELECTMEN

### Minutes of the April 7, 2020 Meeting

1. CALL TO ORDER - by Chairman Morin for the meeting of April 7, 2020 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE led by Selectman Normand Martin

3. ATTENDANCE

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

Selectman Roger Coutu participated remotely from his residence due to covid-19 pandemic

Staff/Others: Steve Malizia, Town Administrator; Rob Buxton, Fire Chief; Kathy Carpentier, Finance Director; Jill Laffin, Executive Assistant

4. NEW BUSINESS

A. Covid-19 State of Emergency Update - Chief Buxton

Chief Buxton started his update by review thing handout he gave the Board along with an incident action plan for the EOC for this week. Chief Buxton said, currently to date we have 715 cases in the State of New Hampshire with nine deaths. 116 of those are in Hillsborough County. Hudson still continues to maintain a 1-4 case range. After the last couple of days watching call volume the way it's been going I would expect this to jump either tomorrow or the next day for our confirmed cases within Town. Currently there's 131 first responders quarantined in the State of New Hampshire. Locally we have 6 firefighters, 2 police officers and 1 public works person that are quarantined.

Protective clothing and logistical paths seems to be working a little more efficiently. We've created a central depository for an area for inventory control and getting an equipment out to the different areas so the logistical officer is handling that.

A couple of high points for the week: Abbott Laboratories have provided the State of New Hampshire with 15 testing devices, which is the new rapid test, the 15 minute test, for covid-19. Those will be deployed throughout the State. We received our first shipment from the State EOC for protective clothing which encompass gowns, face shields, N-95 masks and some additional hand sanitizer. Our incident goals have remained consistent. Employee safety and health and to continue to provide the community with emergency services and contracted community services throughout.

Accomplishments throughout the week: we've updated our protective clothing program. Continue to monitor the CDC, Worked on public messaging for impacted services. As you're aware, last Saturday, we had our first run through with the landfill on a soft yard waste weekend. This weekend will truly be the first test for that plan as we have a full trash, recycle and soft yard waste this Saturday.

State of New Hampshire has contracted with Convenient MD for testing first responders that get exposed to covid-19.

The goals that were completed last week are highlighted in your packet as well as one of the things we thought was important as we started pushing out wellness information to the employees so we can make sure we have their mental wellness and mental health in our sights.

Continue to talk to Brian Groth regarding some additional economic development messaging as information comes out.

Just from a reporting standpoint, New Hampshire employment security on Sunday received 39,987 new claims. Since the 17<sup>th</sup> of March they've processed \$10.9 million dollars' worth of benefits. So that continues to go forward.

Concerns for our areas are obviously our first responders in regards to those that are quarantined. The fire department expects our first two employees back on the 9<sup>th</sup>. I think Chief Avery is also expecting one of his to come off of quarantine this week who tested negatively.

Additionally to date we've spent approximately \$26,000 between goods and overtime affected by the incident as a whole. That overtime is encompassed to shift coverage for the vacancies that have taken place in the first responder area.

Goals for this week: streamline our remote working, look at earned time usage, secondary employment, review the emergency orders that were released regarding interest payments on tax potential. Also 27 was on lodging. Reduced lodging in the State of New Hampshire effective yesterday. So the hotels and motels have been closed. Those that are under contract for either quarantining first responders or affected members of the public, still have their contracted services. Routine Air B& B or hotel in the North Country renting out to the weekend backpacker, those have been closed down at this point.

We've started to work on messaging regarding two areas. One is in regards to recreation. Recreation has spent a significant amount of time working on virtual rec programs. So whether that was Easter egg hunt or other exercise type programs for the kids. So we thought it was important to start messaging that out to the public as we get into our second, third and now fourth week of remote learning. Trying to give them another avenue besides just school. Additionally the Governor had asked for a community hike program to be started. So in an effort to try to get out information regarding the Town of Hudson, you'll see some conservation stuff has also been messaged out to talk about the other areas that are available for hiking in the Town other than Bensons. Benson's remains closed.

Just a couple of quick reports. New Hampshire was awarded their emergency declaration by the Federal Government. They're hopeful to start the training process next week of how to start recovering monies. I have the finance director who will be sitting in on that with me and as we go through on starting to recover stuff we've spent money on. They've also initiated a small grant program through the Department of Justice that has become available today and we're looking at those impacts.

Chairman Morin asked if anyone had any questions for the Chief. Selectman Roy asked, are all of our employees quarantined at home? To which the Chief replied, yes. We got authorization to receive half a dozen military cots that will be put in Burns Hill Station today. So those should be delivered tomorrow. Then that will be fully set up for a quarantine spot if an employee chooses to want to be quarantined there. The staff that has been quarantined at this point have all either been single or had spouses that were in the healthcare field themselves so it just worked out for them to quarantine at home. Selectman Roy then asked, were all of those employees exposed as part of their employment? Chief Buxton said on the fire side, yes. Police Department were external exposures. The same with the Public Works employee. Selectman McGrath asked, are they all asymptomatic? To which the Chief replied, yes they are. The Police Department had one employee that had some symptoms over the weekend. We got him a test. His test came back negative. It looks like he has the seasonal man-cold or allergies.

Selectman Coutu said, I appreciate, Chief you're providing us with the packet and the updates. We appreciate your coming every week to do this. The only thing that stood out at me was having six firefighters out. You said that two are going to be returning. Have you made any kind of provisions in the event that the numbers should increase, because we don't know where this is going, but if the numbers of outages in terms of employees, increases to a point it's going to be a burden on the overtime and our additional personnel, have you worked on putting a plan together to augment your staff somehow? To which the Chief replied, yes, we are in the process to utilize our continuity of operation plan that we presented to the Board. We have a plan in development now that highlights 25, 30 and 50 percent of our workforce being out sick, built on a rotation, and what does that look like and what would the impact be to the organization. So that plan is in development and is looked at from both the agreement standpoint and from the Town financial standpoint. We hope to have that completed this week. Selectman Coutu then asked, would it be feasible to recruit, or have a list of those who are part time firefighters in other communities that might be willing to come to Hudson on an as-needed basis if the worst happens. Chief Buxton replied, I am somewhat unpopular because I have strongly urged our folks to not participate in those types of programs. It would be somewhat hypocritical of me to try to recruit those members based on the fact that they're receiving double exposures. So you have folks that have worked in ER's as paramedics. We've asked them to not continue with that practice to make sure we weren't getting those double exposures so as advantageous as it may be to recruit someone to come in and work for us part time we need to recall that they also have exposures at their full time or other part time employers which puts them at liability. Further to answer that question, we have two mutual aid agreements in place. One with Souhegan Mutual Aid and one with Border Area Mutual Aid. The regional departments have all talked about what the impact would be if we could not continue to provide the same level of service. So how would we all support each other from a mutual aid standpoint to give those services back and forth? We do have a backup plan to that plan if we continue to lose folks. We did make some pretty strong modifications to our protective clothing algorithm for the first responders based on the fact that both of the calls that our calls were quarantined from were non-covid calls when they started. One was a fall in the bathroom and the second was actually a cardiac event with no flu like symptoms and three days later came back that they had covid-19 so we ended up having to quarantine. Looking at those algorithms constantly with the State of New Hampshire Health and Human Services and how that affects us operationally across the area to make sure we remain consistent.

Selectman Coutu said, I know you don't have the numbers in front of you Chief, but in the past two weeks from your perspective and the information that you're getting, have your calls increased or are they staying pretty much the same? Chief Buxton replied, I will tell you that our call volume has changed. So because of the lack of traffic on some of the streets we've seen less motor vehicle accidents but we've started seeing the average medical calls increase. One of the things that I do monitor is the 911 data in regards to how many times they deploy the protocol 36 questionnaire when they call in on 911. We had 20-25 just in the last two days in this community. That doesn't mean that we saw 20-25 people that had covid-19 that just means they used the protocol for that and was checked off for that box. So the number is certainly increasing and our work is changing a little bit and how we approach that. So that is happening.

#### B. Earned Time/Vacation Time Usage Covid-19 Policy

Chairman Morin recognized Town Administrator, Steve Malizia. Mr. Malizia said, I've prepared a policy for the Boards consideration. This policy is regarding scheduled earned time or vacation time. The majority of our employees have earned time. A handful have vacation time. This policy articulates that when we're under this state of emergency essential personnel will not be able to take their time unless they have the express written permission of the Department Head, myself and the Chairman of the Board of Selectmen. These people are critical and we need to make sure that they're here and ready to serve. This does not count sick time. So if somebody is sick and they're using their earned time as sick, that's an exception. We certainly want people who are not well to be able to take the time they need to recuperate and if they're infected, not infect everyone else. I did run this by our attorney, Attorney Lefevre, just to have him give it a look and he finds it to be acceptable and

appropriate. Selectman Martin asked, so what about the employees that are worried that they're going to get the covid-19 from being here at work and want to stay home? The Town Administrator responded, if they are not an essential person and they don't want to do the continuity of operations I believe they can take their own time if it's approved by their supervisor. So if you're non-essential, and you want to take time off, and you don't want to be in the continuity plan, then you'd have to put in for a time off request. Selectman Martin then said, once all the PTO is gone you have to come back to work? To which the Administrator replied, presumably when you have no more time you'd be either unpaid or you're coming back to work. Selectman Martin said, okay. Mr. Malizia said, what this is trying to do is just make sure that everybody who is a first responder and an essential person, is here. Selectman Roy made a motion, seconded by Selectman McGrath, to approve the earned time/vacation time usage policy during covid-19 pandemic. A roll call vote was taken. Carried 5-0.

#### C. Outside Employment Covid-19 Policy

Chairman Morin recognized Town Administrator, Steve Malizia. Mr. Malizia said, again, this is another policy that I was asked to prepare. Basically what it talks about is when employees are on the continuity of operations plan and they are not at this work location but they're being paid by the Town, they will be forbidden to do any outside type of work. So if they have a business of doing some work on the side, or if they work at another location, what we're basically saying is while you're being paid by the Town of Hudson you will not practice that other work. I can't really do that necessarily for when it's their time off, but we did point out, here's the risk of exposures and here's what can happen. We can't control everybody's off time but during the time that they're on our time, they will be not working a second job. This policy was also reviewed by the attorney. Selectman Roy asked, I just want to be clear, so this is people that are in reserve? Mr. Malizia answered, on call, on reserve, on the time clock for the Town. So if your day is typically not a Sunday and you have some other employment you're not forbidden, but you need to really watch the rules that we've established for social distancing. We're certainly not encouraging you to do other work but I can't stop what people do on their off time. But when they're on our time, for example, Monday-Friday, that's different and that's what this policy addresses. Selectman McGrath asked do we have a list of employees that do have outside employment. Mr. Malizia replied, no, not that I'm aware of. Selectman Martin made a motion, seconded by Selectman Roy to approve the outside employment during covid-19 continuity of operations. A roll call vote was taken. Carried 5-0.

#### D. Revenues and Expenditures

Chairman Morin recognized Town Administrator, Steve Malizia. Mr. Malizia explained that this is just the basic review of our revenues and expenditures. We are 75% or  $\frac{3}{4}$  of the way through the year. Goodness knows what's going to happen from here on out. The Finance Director can speak a little bit more, but right now, as of today, we look right no track. Our auto registrations are 80%. They should be at 75% so we've done well with that. We had a slight decline in March but I think it was a difference of about \$30,000. We are still processing registrations but I believe folks that have new vehicles or renewed registrations have til the end of April. There's a new timeframe. So we may see the revenue slide but even if we take in slightly more than 50% from here on out, of our average, we should just about hit that number. Ambulance revenues look to be on track if we keep tracking the rate we're going. Interest is down a little bit but it wasn't a significant piece of the overall revenue. From an expense side we've put the brakes on any discretionary spending but there's still a lot of things we need to do. We still have a police department, we still have a fire department. We're still doing those kinds of things. But everything else we're really trying to put the brakes on anything that is discretionary. So based on this report, we are where we should be. However, that can change. Selectman Coutu asked, relative to income, when a person receives a water or sewer bill, how long do they have to pay it. The Administrator answered, 30 days is typically the period of time. So if you get a bill the 6<sup>th</sup>, it's

due the 6<sup>th</sup> of the next month, approximately. Selectman Coutu asked, is there a penalty if they're beyond the 30 days? Mr. Malizia said, there's no penalty per say, other than if they go beyond two months they get on a shut off. But right now, shut offs are suspended. I would say, there's no penalty but there would be interest kicking in at 12% at 31 days.

Selectman Coutu said, I was wondering if we could suspend that for this particular billing cycle anyway. Town Administrator Malizia said, that would certainly be up to the Board of Selectmen. I'm not sure what the goal of that would be but I think I understand what you're saying. Chairman Morin asked if anybody had any comments. Selectman Roy said, I think I'd like a little more information about that. How that would affect revenue. Mr. Malizia said it would affect cash but I believe the water utility has seven million dollars as does the sewer utility from a cash perspective. Selectman Roy then asked, has there been an increase in late payments or non-payments since this started? I'd like to know some of that information before say yay or nay. Chairman Morin asked Selectman Coutu would you like to hold off until we hear from Kathy Carpentier before we make any motions or anything on that. Selectman Coutu responded saying no, it's not about the money. This is about a virus that's infected our communities. The governors or almost every state that is impacted by the corona virus have waived late mortgage fee penalties, all kinds of penalties. We're talking about water and sewer bills. I'm not asking for a favor for me or a friend of mine, I'm just overall, I'm concerned for senior citizens who typically come to the building who may not even be leaving their homes. For me it's not about looking at how much revenue might we lose because of this, it's more about citizens and what citizens might need at this time to help them out a little bit. Asking for a 30 day postponement on late fees is not ridiculous. It's beyond my comprehension that we're talking about how this is going to affect our revenues. I just heard the Town Administrator acknowledged that we have millions of dollars in both of those accounts as a matter of fact, I don't think it's going to punish us much to extend a courtesy or a consideration to our citizens who can't make it to Town Hall or won't come to Town Hall. An argument could be made that they could put it in the mail. People are afraid to even touch envelopes today. I know that my wife and I are living in isolation by choice. We're here to protect ourselves. We've not been exposed to it and we don't want to be exposed to it. Every day when I pick up the newspaper or when I watch television news my anxiety just gets worse and worse because people are not taking all the precautions. Many are, but many more are not. So again, I don't think it's impossible for us to waive the fees for 30 days.

Selectman Martin said, I just have to say this. I don't disagree with the concept where Selectman Coutu is going, however, covid-19 didn't absolve us of our responsibilities to pay our water and sewer bills either. I can see, you didn't like my comment but I'm going to say it. You still have a responsibility to pay your bills. End of discussion so I can't support.

Selectman McGrath said, I was going to ask whether he was suggesting waiving the interest on the bills for a period of time or if he's asking to consider waiving the fee altogether. Selectman Coutu said, waiving it for the interest only. If they're late making their payment, not to charge interest. Give them an additional 30 days to pay the bills and 30 days from now if this infection has grown or if it's ebbing, we don't know which way it's going to go, we're hoping that it subsides considerably. But if it escalates then I might come back and ask for another 30 days on the interest only.

Selectman Roy said, if we waived it tonight, or waited until next week would that have any impact? The Finance Director said, I believe you only want to consider doing this, if you're going to do this, for water. Sewer is a quarterly bill and it's not going to go out for a couple months. If you are going to make a motion it should just be water at this point. Bills were due yesterday, April 6<sup>th</sup> and won't be due again until May 5<sup>th</sup> or 6<sup>th</sup>, depends upon if it's a weekend or not. Waiting another week doesn't due anything because no one is going to be past due until May 6<sup>th</sup> at this point now. I don't have a judgement on if people didn't pay as of yesterday because the numbers wouldn't have come in yet. So we could defer this until next week, I believe you're meeting weekly and I could give you more information. It wouldn't hurt anybody. They're not being charged interest in week one of the bill because they've already paid unless they're past due from April's bill.

Selectman McGrath asked, what's a typical water bill? I look at those reports when we get them. Valerie is really good about sending those out and I always look at them but I don't recall off the top of my head, what the typically bill is. It seems to me like it's under \$100. Ms. Carpentier said, for an average family it's about \$30.49. It's an average bill. Selectman McGrath said, so 12% of \$30 is just pennies. So I don't think that by waiving the interest is going to cause a difficulty for the Town of Hudson, whether it's a 30 day period or a 60 day period. If it were hundreds or thousands of dollars that would make a significant difference. Most people pay their bills on time for the most part. So I wouldn't be opposed to it because of that. Because of the amount that a charge would be for a typical bill. It would probably amount to less than \$100 that would be an impact to the Town to not collect. The Finance Director said, but a consequence of not applying interest is people might take that \$30 and pay something else instead because they're not going to pay interest on this. So you could lose the whole bill that they're paying. Just a consequence of eliminating interest. Which I think also is what will happen in the future if we discuss abating interest on property taxes, to which Selectman McGrath said, that's far more significant.

Chairman Morin asked, is there a motion on the floor? To which Selectman Coutu said I make a motion that we waive water bill late fees for a 30 day period beginning the beginning of the new billing cycle. Selectman McGrath seconded the motion. Chairman Morin asked if there was further discussion. Selectman Martin said, I agree with KC. Again I said it already, I'll say it again. This covid-19 doesn't absolve you from paying. Yeah, shake your head, roll your eyes like you always do (said to Selectman Coutu). Selectman Martin went on to say, it's going far beyond. We weren't absolved of our responsibilities and waiving this fee, although, not significant, I can't support it. Seeing no further discussion a roll call vote was taken. Motion carried 3-2 with Selectman Roy and Martin in opposition.

#### E. Covid-19 Finance Update

Finance Director, Kathy Carpentier explained to the Board that she's shared with them two documents and electronically sent them to Selectman Coutu. The first one is a continuation of something Chief Buxton gave out. It's the covid recovery summary pages. This is \$26,000 of detailed things that will potentially be recoverable at 75% but we'll learn more about that next week. If you have any questions you can let me know. But the real reason I'm here is to hopefully put at ease, I handed out a one page document, Cash Flow Projections. Trying to give you a snapshot of where we are right now for the short-term. We currently have about \$15 million cash on hand. This is not our undesignated fund balance. This is not how much we are allowed to spend, it's just cash that we have. Our anticipated cash out flows is about \$11 million dollars. This is anything that's encumbered. The contracts that we currently have going on. Communications systems phase one that was already approved. We have about 13 more weeks of payroll. We also owe the SAU one more payment. Their June payment. We pay then 12 equal payments. We also, if we look at anticipated cash inflows, we have a little less than \$2 million dollars. I just picked the big ones. There's little ones. The top two being motor vehicle permits, about \$1 million dollars is to come in in the next three months and building permits about \$120,000. Those two things are variable. If they start dropping off we could get less cash inflows. Highway block grant is supposed to come in. I don't anticipate it not coming in but the State could hold onto it. Ambulance billing and the monies from the Capital Reserve Fund. So with the anticipated outflows and inflows we have a projected cash balance of about \$5.8 million. This is influx. It changes every day as more revenue comes in. The expenses probably won't cap more than that \$11 million. Hopefully less because we took out discretionary spending. So if our projected cash flows we'd be in a good financial position at year end on June 30<sup>th</sup>. So that's just less than 90 days we'll be finishing out this fiscal year. We should be coming in under budget. It's just the revenues that are the issue. Our focus needs to be on fiscal 21 which starts in less than 90 days. Tax bills will go out in June with a targeted due date of July 1<sup>st</sup>. We'll need to watch the revenues. Our homeowners are going to continue to pay. Hopefully a lot of it is escrowed with mortgage companies. But if our taxes

don't start coming in then that could jeopardize our cash flow. Does the State send out the meals and rooms and the highway block grants as projected? And again, motor vehicles, are they decreasing? We may need to postpone or defer some of the big items that we have planned. Phase 2 of the communication. Some hiring of some people. But I think we can talk about that in a couple weeks. I'm prepared to talk about it tonight but I thought we could let it see how April goes. The State of Emergency was declared on March 13<sup>th</sup> so even though the actual vs budgets look favorable, we're really only half a month into this financial impact from the virus. We could if cash does not come in the first 3-6 months of the next fiscal year, take out a tax anticipation note. That Town of Hudson has never done that. It's kind of borrowing money until taxes come in. It would be a new thing for us. I don't believe we're going to be heading that way but it is something that this Board could entertain 3-6 months down the road if the taxes weren't coming in as projected. So I was hoping to come back in the beginning of May and have this discussion again. Maybe looking more long-term at the beginning of the new fiscal year. My goal was to kind of put you at ease for the next couple months. If you have any questions I'd be happy to answer them.

Selectman Roy asked, if this continues to escalate, and our overtime expenses continue to grow, is that going to affect this? And how would it affect it? Ms. Carpentier answered, well hopefully we're not going to be doing some of the planned projects in the next three months because overtime is going up. That type of thing. So we can spend what we projected to spend. Our budget doesn't change at all. It's whether our revenue comes in. Because discretionary spending was put on hold we should be able to absorb it and we will also be anticipating 75% revenue on those expenditures. So if worst case scenario, if 50% of the fire department is out, we're going to have a lot of cash outlay, but be expecting 75% of that back. And again, when. When will the State be paying? So it's all a cash management thing at this point. I don't feel we're in a financial position of worry at this point but we're watching it. I believe the Town Administrator, the Chief and I are watching it carefully. Selectman Roy said, you said next week you should be hearing a little more about the reimbursable program? To which the Finance Director replied, right, I believe we're going to go to some training. Figure out what's reimbursable, what's not? Hopefully they'll give us a timeline. That's my anticipation.

Chairman Morin asked, where are we at with overtime within the departments right now? Has anybody over expended? To which Ms. Carpentier replied, no. Chairman Morin then said, question for Chief Buxton, do you expect other than protective clothing and overtime, any other big expenses, since we've got IT up to where we need to be at this point, regarding covid? Chief Buxton answered, your expectation would be basically protective clothing. Anything we forecast out to make this type of environment a little more efficient, or we had teleconferencing next year for the station. It depends how long this goes and what the paybacks going to be. Certainly we would not put the Town in a position where we're going to do a project that wouldn't be funded on the backside. Next week is going to be a big week for us to understand what that declaration means and those are Federal monies coming in, filtered down to the State and then to us. So that 75% is Federal and not State funded so that's going to be even better because they've given up a lot State revenues moving forward.

Selectman Coutu commented, Kathy Carpentier, god love you. You run this Town like you run your household. You're watching all of our expenditures, the cash flow, we couldn't ask for a better person to be sitting in that position. I know that I speak on behalf of the Board, we're very appreciative of all you do for our community. You have not been one of the people that's been sitting at home. You've been working every day probably putting in a lot more hours. You've been in touch with everyone on the Emergency Management Team and probably attending some of those meetings. But the way you manage our money and keep us posted is truly appreciated. Thank you very much Kathy. Ms. Carpentier responded saying, thank you Selectman Coutu. I appreciate the thought.

F. Letter to the Board

Chairman Morin informed the Board you have a letter in front of you that was received today, April 7<sup>th</sup> from Brett Gagnon, member of the Conservation Commission. He is requesting an apology for a letter that was sent to us from the Planning the Board. Selectman Roy said, what I'm going to suggest we do is, we didn't author the letter that Mr. Gagnon has taken offense to. So I'm going to suggest that the Board send him a letter referring him back to the Planning Board and asking for an audience with them. Since I believe it was their chairman, Mr. Malley that authored the letter. He can direct his concerns to them.

Chairman Morin asked if there were any other comments. Selectman McGrath said, as an alternate liaison to the Planning Board, that the Planning Board Chairman, if he receives a request by Mr. Gagnon that as the Chairman of the Planning Board he would want to consult with our Town Attorney. Mr. Malizia said, I'll put our Attorney on notice to possibly expect that. Selectman McGrath went on to say just for the sake of the Planning Board getting legal advice from the Town Attorney and to protect the Town. The consensus of the Board was in agreement that a letter would come from the Board of Selectmen, to Mr. Gagnon, referring him to the Planning Board, who authored the letter.

Chairman Morin started to say other than that, when Selectman Martin said, what about this workplace screening program? Is that for reference? Is that something that is going to happen? I don't understand it. The Town Administrator asked, are you refereeing to the document that was propagated today? To which Selectman Martin answered it was propagated today, Workplace Screening Program, Covid-19 State of Emergency. The Town Administrator explained, when folks come in and out of Town Hall, the employees, they'll follow a process to take a temperature and keep a log of their status. Selectman Martin said, I don't get that. I'm just trying to figure that out because I go into work and out of work at a different facility. I don't find where we're going to require our employees to take a temperature when they come in the door and have to write it all down so somebody can monitor it. I feel that if an employee is up and doesn't feel well, they're not going to come to work. Not necessarily true. They could come to work but I don't think, let me just say. In the first responder avenue I would agree with this policy because they're dealing with this first hand. But we have taken Town Hall building and mostly all municipal buildings and shut them down to the public to reduce the spread of covid-19 and reduce the spread to the potential risk to the employees in this building. I don't think making this policy and having them have to come in and do all, it seems like a lot of extra work for them to do. And they can't go to work until their supervisor determines that it's okay. I just don't understand why we're forcing something on to our employees when it's not necessary.

Chairman Morin responded saying after everything we've gone through in a couple departments, I think this would make our employees feel a lot better because the problem with the lock down buildings is not in the buildings it's coming from outside the buildings into the buildings. If we can stop it and determine somebody is showing the symptoms and we can stop them from coming into the buildings, that's going to cure a lot of problems right there. On top of that, if we get somebody that's sick and comes in here, what's it going to do to inside this building? We could run into a real problem which we're trying to stay away from. We've got 6, 7, 8.9 people in quarantine now. That's a huge.

Selectman Roy added in, there was a Town recently that their entire Town Hall was quarantined. I think we need to prevent that from happening if we want to continue operations. Chairman Morin added, I've got to tell you, specifically the concern that a lot of our employees expressed to us, you yourself know, that would have taken probably care of that problem if you had got a scan when you came through the door. Selectman Martin added, don't expect me to do it. I won't be doing it. Chairman Morin replied, that's fine but at some point we may say none of us are allowed in this building if we're not going to do it. I feel it's very important we do that to protect our



employees. It's not anything against their rights, somebody is going to stand at the door, and they're going to swipe the thermometer across their forehead and say. Selectman Martin said, that's not how I read the policy. I read the policy that the person is going to do it themselves and write it down and wipe down the equipment. But here's the thing, I just don't understand why. A lot of this information is coming from the Federal Government. Okay. A lot of this information. It bothers me that we're jumping for this because of this information. I think the information we're getting from the Fire Chief as the EOC emergency manager and the State of New Hampshire is much better than what we're getting from the Federal Government. I just don't support it.

Chairman Morin said, the Fire Chief is approving this because he thinks it's a good idea because that's why they're doing it with our first responders. And again, why wouldn't we take a minute of time to protect our employees? Seriously? This is not going to take an hour. This is going to be minute a two minute thing. Then they're going to be done. Again, with the amount of concern we had with some employees in this Town, I don't think they'll see this as a problem because it's protecting them.

Selectman McGrath said, I was going to say the same thing. It's a protective mechanism for the employee as they're walking in the building. They may feel fine but they may be running a temperature that they're not aware of. That's one of the first indicators of having this virus. I don't know if an employee came into the building and they had an indication that they might have the virus that has the potential to infect everybody else they come into contact with and every surface they come into contact with. I would think that our insurance carrier would be really concerned about that. This is a mechanism. I read this today and thought back to my days at BAE when I had to sign for everything. Opening up a secure safe to either take something out or put something in. This is really not much different. This is really a safety mechanism for employees. The employee coming into the building because you don't know who they met on the outside of the building when they went to the grocery store or maybe they went to the liquor store. The liquor store is having a booming business right now. You don't know who you're running into on a daily basis if you're not following the governments advice about distancing about staying home, staying away from people. So I think that this is probably a safety insurance policy for the employees as well as the Town. We in our jobs here, have to protect everyone. We have to protect our employees but we also have to protect our citizens that might be faced with a big lawsuit because someone got covid-19 in this building and maybe lost their life because of it. That's my thought about this.

Selectman Roy was recognized by the Chairman and she said, so the EOC has worked really hard to strike a balance where we continue to provide services to our citizens, while protecting our employees. This is towards that. If we lose an entire Town Hall because we let somebody infected in here, then all the work that Chief Buxton and the EOC did was for not because now we can't provide any services to our Town.

Selectman Coutu said, this was approved by Chief Buxton. We either put our faith in the Emergency Management Team or we put our faith in one selectman who knows more than everybody else. I support what the intent is. I appreciate the work from our Board which would be you Mr. Chairman and the Vice-Chairman, Selectman Roy, the amount of time that you've devoted and put into your emergency management meetings. I don't think you took this lightly. I don't think the Fire Chief takes this lightly. Again as iterated by all of you in trying to explain this, it's for the safety of our employees. I don't think anyone is going to be a little upset if we want to take their temperature to make sure they're healthy or not running a fever when they come into work. I applaud the amount of work that was put into all of the packages that we've received relative to the covid virus and it doesn't matter to me what the government says, whether its national or state, what I'm concerned about is the Town of Hudson. That's what I represent and if our Emergency Management Team is going to start making recommendations and we're going to start questioning them we're not the experts. All of you, from a legal standpoint, Selectman Roy, you're a valuable asset, Chairman Morin, from a first responder perspective, you're a valuable

asset. We have people on the Emergency Management Team that are all experts. We either listen to them or we argue with them every week. That's all I have to say.

Selectman Martin then said, I have one last comment. You all think I'm stupid. Okay. But I'm not. You're fear mongering. You're imposing fear on people by imposing these. I go to work every day and I don't have to take my temperature. If you know that you have not been near anybody that has been sick with covid-19 then you're not sick. You can't catch it from the air unless somebody sneezes on you. Air droplets. It's respiratory. You can catch it from a surface that you touch if it's a solid surface. But I think you're passing fear. That's what happens in this Town Hall. Everybody is afraid that everybody else has covid-19. That's all I have to say on it. I'm not stupid. I understand and support my Emergency Management Team. Unlike the insinuation he just did. That you're smart and you're smart and nobody else is smart. Good thing you're at home because it wouldn't be nice for you. Thank you Mr. Chairman.

Chairman Morin responded, you're welcome, I just got to say Selectman Martin, none of said you were stupid. I'm sorry you took it that way, but I would strongly suggest that you go back and read how you can catch covid-19. I'll leave it at that.

Selectman Roy asked if there was a motion needed to put this into place. To which the Chairman said, no the Emergency Management team put this into place. Mr. Malizia said these are procedures.

## 5. SELECTMENS COMMENTS

Selectman Coutu - I really want to express my sincere appreciation to the Emergency Management Team as well as all of the employees in the Town of Hudson. With special attention to our first responders. It hasn't been easy for both Chiefs of our Police and Fire Departments the past few weeks and it doesn't appear that it's going to get much easier for a little while anyway. Hopefully all of this will subside. Hopefully we're on our way down, it's leveled off for the time being. The numbers will be telling in the next few days. We seem to be very prepared. I'm proud of our emergency management response to this. It was unexpected. We've done an outstanding job based on all the reports and what I read. We only have 1-4 cases here in Hudson. So even though Hillsborough County is the county that's been most effected, we've done well to be able to contain it. That says to me that emergency management is working well. Our educational material that is being provided to our citizens have had an impact. Our citizens are probably protecting themselves more in Hudson than they are anywhere else. So thank you to our citizens who wear masks in public. I encourage you to continue to do so. Please wear gloves. I saw an educational session today about how to clean your masks. You can wash them until they fray or the elastics break, you can continue using them so I hope people do that .Finally Mr. Chairman, this coming Sunday is Easter Sunday. Many of us won't be with our families and it's disheartening. It's going to be tough for a lot of people. I'm asking people to just ride it out. It won't be long. We'll be back with our families, enjoy each other's company. I miss being at the Selectmen's meeting. I wish I were there this evening.

Selectman McGrath - just a couple of things. I echo the comments that Selectman Coutu made concerning our employees, the EOC, all of our first responders. I think they're all under tremendous stress as most people are. But they're in a business that their stress levels everyday are very high but in this climate I think it's probably unbearable. I guess the last thing I'll say is I want everyone to have a blessed Easter and enjoy the time you have with your family. That's all that I have.

Selectman Roy - Along with echoing the thanks to the employees and the EOC, particularly for their flexibility with this. Things seem to change every day and they continue to adapt to those changes. There are a number of businesses and Towns people that have gone above and beyond to help us as a community get through this. I know Luk's Bar and Grill have given away free meals. Mickeys Pizza, the food pantry has done an outstanding job. The School District. I want to point out in particular, HCTV who has just been available to us on a moment's notice to get any word that we want out to the folks in Town. Hopefully our efforts are paying off and we continue to have low numbers. Continue to be diligent in washing your hands, wearing masks, social distancing. That's all I have.

Selectman Martin - I have nothing to say

Chairman Morin - I'd just like to echo what the rest of the Board said. Selectman Roy covered pretty much what I was going to say. This Town with our first responders, residents and businesses have worked as a community. I'll tell you the birthday party parades that have been going on and Luk's as she said, and everything, that's what makes Hudson such a great place to live and I just want to thank everybody myself for everything that's going on and how the Town is still staying together and we're operating the best we can and I appreciate it. Thank you.

6. NON-PUBLIC SESSION

Motion by Selectman Roy seconded by Selectman McGrath, to go into non-public session under RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.  
A roll call vote was taken, carried 4-1 with Selectman Martin in opposition.

Chairman Morin entered Nonpublic Session at 7:58 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 was asked to leave the room.

Chairman Morin entered open session at 8:37 p.m.

7. ADJOURNMENT

Motion to adjourn at 8:39 p.m. by Selectman Martin, seconded by Selectman Roy. A roll call vote was taken, carried 5-0.

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

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Marilyn E. McGrath, Selectman

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Roger E. Coutu, Selectman

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Norman G. Martin, Selectman