

## HUDSON, NH BOARD OF SELECTMEN

### Minutes of the June 16, 2020 Meeting

1. CALL TO ORDER - by Chairman Morin for the meeting of June 16, 2020 at 7:00 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE led by Chairman Morin

3. ATTENDANCE

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

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

4. OLD BUSINESS

The Administrator read motions made after the non-public session of their 6/9/20 meeting.

He then said, last week Selectman McGrath made a motion, seconded by Selectman Coutu to appoint Leo Fauvel as an alternate member to the Zoning Board of Adjustment. Motion carried 5-0. The term expiration voted on was incorrect. Mr. Fauvel's alternate member term will expire 12/21/22, NOT 12/21/23 as voted. Selectman Coutu made a motion to reconsider this motion. This was seconded by Selectman McGrath. Carried 5-0. Selectman Coutu then made a motion to appoint Mr. Fauvel as an alternate member to the Zoning Board of Adjustment. This was seconded by Selectman Martin. Carried 5-0.

5. NEW BUSINESS

#### Covid-19 Update

Chief Buxton thanked the Board for having him here for the weekly covid-19 update. He then went on to say we provided you with several pieces of documentation this evening that we'll go through one by one. Currently the State of New Hampshire has experienced 5,345 positive cases, with 320 deaths. We had 103 cases within Hudson. The last two days one of the data points that has been concerning has been our hospitalization rate has increased. So that is something we're keeping an eye on with the numbers of testing.

From an update standpoint, as you're aware, June 15<sup>th</sup> the Stay at Home order has sunsetted and we move into a new Stay at Home Advisory. With that Stay at Home order sunsetting we've seen establishments like indoor dining, gyms, libraries, all opening at 50%. This part of the State, Hillsborough County, is one of the counties that's been highlighted to only open at 50% of capacity so that is where we still fall, in the 50% category. That means that outdoor dining will still be utilized in conjunction with indoor dining at restaurants. This week we also see the opening of Benson Park as a walking park. Robinson is prepared for opening on Friday. The water tests came back today and that water test is being posted at the pond itself. We continue to work through the demobilization of the Continuity of Operations Plan and we prepare for opening of Town Hall for the first time since the middle of March, which will be to the Town Clerk's office, which is estimated for June 22<sup>nd</sup>.

We continue to work with the recovery efforts associated with the grants management group. We received money this past week to cover the first responder stipends that have been paid out. The program for the first responder stipend will sunset at the end of the month and that was not renewed by the Governor. June 19<sup>th</sup> the EOC is slated to go back to a partial activation from a full activation. This means the

command staff will continue to meet twice a week and move forward on any activities that need to take place. I need to be upfront, candid. We need to remain vigilant about our efforts. Mask wearing, hand washing, social distancing, all of those things. I was asked a question today on planning meeting with the School Department, what we're seeing for activity now that we're starting to open up. Some of the feedback we're receiving around the room from little league practices and those types of things were somewhat concerning. The Governor, this afternoon, issued Executive Order #52, which we'll be reviewing in a few minutes. This strengthens some of those requirements for those areas.

We also gave you the financial snapshot for this evening. Weekly goals, we continue to work towards the reopening of Town Hall. Review the EOC guidance that were set out during the opening of the EOC and consider those for either sunseting or reconsideration and we prepare to demobilize the EOC and get back to normal business and have the command staff take over the EOC daily activities and allow some of the department heads to move back to their normal practices.

Additionally, one of the things that I wanted to report out were some of the activities that were not in the report. We started to examine all of the occupancy places, like this room here, the lunch room, Planning Board meeting room, all the meeting spaces. And make sure that we're in compliance of the Governors order which is 50% capacity. We made up signs. We'll be posting signs, sanitizer and some wipes so if somebody comes in to utilize the room, there will be some guidance and they'll make sure they're wiping the tables down on the way out. We also started looking at traffic flow for upstairs. As we said a few minutes ago, the Town Clerk's office will open to the public for the first time since the middle of March. Provides us with an opportunity to start a new traffic pattern to make sure there's less touch points as you come into Town Hall as you come into Town Hall from the public standpoint. It is my understanding from talking to the Administrator that we're going to use the handicapped ramp door, on the far end of the building by Inspectional Services as the point of entry into the building. That will provide a que in the hallway to lead to the Town Clerk and Assessing area. Then folks will exit out the front door of the building. This will provide us some area for folks to social distance in the hallway. They can have an opportunity to go to Inspectional Services when that opens to public but this will provide us an opportunity to get folks in out of the weather and get serviced by the Town Clerk's office and out the front door they go. So they'll be one in and one out. In theory there should be only two contacts of common surfaces, other than counter spaces. Doorknob at the Inspectional Services entrance and then the front door on the way out.

We also created a new logistical survey that was sent to all the Department Heads and basically asked them to highlight what their needs are going to be for the next 90 days, while we still have opportunities to secure protective clothing, hand sanitizer, things that we're going to need to support our hygiene practices here locally. We wanted to get that number and get that to the logistics officer so he could get that up to the State EOC so we can get that delivered in. I know we pulled masks and hand sanitizer for last night's event at Alvrine High School for HCTV. We also set up resources for Robinson Pond for the attendants that are going to be out there this weekend. So we're trying to get that moved around as quickly as possible. One of the hanging items for opening to the public on Monday, was the completion of the first phase of separation for the employees. We had a couple areas within the building that still needed to finish up that temporary separation. That is scheduled for 8:00 am tomorrow morning for that completion so we should be checking the boxes to be systems go for Monday at 8:00 am.

We're looking to close the EOC as of the 19<sup>th</sup> to a partial activation. And then go back to monitoring the July 6<sup>th</sup> date. Probably work with the Chairman to have the final review by this Board on the 30<sup>th</sup> of June for our weekly updates. Then it would go to a monthly reporting format from there.

Additionally this evening, in your packet, you're going to see the reopening guidance document. If you remember, two weeks ago, I had given you the reopening document that gave you the skeleton of where we're headed. We empowered the staff to basically create the needs of each of the divisions and bring that forward. Some of the areas that were highlighted for each departments plan was self-monitoring to continue as folks come into this building, mask usage by both employees and customers within the

building. Encourage flex-scheduling of our vulnerable population of our employee base. So if somebody is either ill or has an ill parent at home they're taking care of is there an opportunity to provide them some support. Those types of things.

Highlight needs for the building regarding HVAC, permanent separation and those types of events. Those are all taking place. We talked about the foot traffic at Town Hall and the completion of the separation efforts. Town Hall Administration has returned back to normal operation of 5 days a week. Assessing is still utilizing some telework and has not started conducting any field inspections and that is not currently on the books for next week or the week after. We'll continue to follow up with the Assessor and see what those activities are going to be. The Town Clerks office, on Monday, will be back open to the public. Currently they're not offering any evening hours. They have one attendant that is still dedicated to dealing with online and mail in submissions. Then they have two attendants next week that will be dealing face to face with customer activities. Finance is still waiting on some separation so they've had some employees that are continuing to remote work. Information Technology has both onsite activities and telework. HCTV is beginning to return back to their normal schedule and will be looking to work with you regarding some of their folks that were furloughed as they see their programming come back up. The Police Department is in the process of opening all areas and Public Works has returned to their normal scheduling and their summer schedule. Fire Department is re-implementing the normal schedule of Inspectional Services. That was one area that had an alternate schedule. Then the Administration is coming back to normal activities there. Chairman Morin interjected, saying before you get too far, Norm has a question on Finance that you were just talking about. Selectman Martin said, seeing that the Senior Accounting Clerk is home Monday through Friday, why can't we bring in both Water Utility Clerks, I understand the separation because they sit face to face, but since the Senior Accounting Clerk isn't there, one Clerk can utilize the computer and you got your space. Chief Buxton responded, that will be handled tomorrow morning because the installation of the separation will be done tomorrow morning. That will be handled and that concern will go away. Selectman Martin thanked the Chief.

Chief Buxton went on to ask if there are any questions on the reopening guidance. There was none. He then went on to say, a couple of things we did put together a guideline for employees that will get distributed on Thursday regarding travel. As we head off into the summer months it's a popular time for vacationing. Whether it's interstate or international travel. Currently right now interstate travel is anything outside of New Hampshire, Maine and Vermont. They've highlighted that those three states is like being at home. The State of New Hampshire is still encouraging folks to stay home. They believe that that is your best defense to combating the covid-19 event. So we're asking the employees to look at self-monitoring and if they become symptomatic either on their trip or upon return from their trip, that they follow up with a medical professional and get a test to get cleared or medical note to come back to work, communicate with their supervisor. Those types of things.

We additionally have started looking at some of the other guidance documents regarding if you remember correctly, we had done some limitation on secondary employment and earned time usage which has been sunsetted. We're looking at those things to make sure that as we phased in we created things and as we phase out we will equally sunset those efforts. One of things you've heard me talk about almost a couple weeks in a row now, it's almost daily we get some sort of que from whether it's GOFERR, Department of Justice or another grant program, need a set of minutes for this, need a set of minutes for that. Need a follow up to this. We're getting authorization for everything we do, although you may see the estimate number go up on the financial side of the house, we're not spending any money until we get the full authorization from those individual groups. That's why I'm not prepared this evening to bring forward construction costs and the next phase of IT. Just need to get them some additional documents. We'll probably have that next bite at the GOFERR money next week that we'll make a presentation to you on. So we start talking about the permanent separation for the working areas, the HVAC upgrades, some plumbing area upgrades, along with the next phase of the IT update that we started down that road. So we're taking those things seriously it's just they talk about a streamline process, it has been far from streamlined. Whether it's trying to find an authorization form for the Town Administrator that's been in this

seat for 19 years. Or tracking down minutes, whatever they need. We're just getting what we need, getting out of the way and making sure we're securing the money that we can. It is a part time job in itself managing that piece so that's all comfortable.

Regarding the Governor's new Executive Order #52. Executive Order 52 was issued today. It's got copious amounts of information in there and I just wanted to read a couple of highlights that talk about us needing to remain vigilant. One of them was "whereas the division of public health has found the community based transmission of covid-19 continues to increase in the State. It has now been identified in all ten counties." Chief Buxton went on to say, I think that in turn, I had this conversation with the Administrator earlier this week, and he said, Chief, can you tell me what's changed? As we're sunseting and the Stay at Home is sunseting, what's changed? Yes, our hospitalization numbers are coming down, our new active cases are starting to come down, there certainly was a pressure to get the economy established again, but we need true to ourselves and make sure we're defending ourselves against covid-19. As the summer goes on and we get back to staying indoors, we're going to see another resurgence. One of the concerns I talked about on two of the EOC calls this week, was regarding the 18 states in the lower portion of the United States that are seeing resurgence at this point. And that resurgence, as you remember correctly, is concerning because back at the beginning of this whole thing everybody had the theory that once the summer temperatures got here that the virus would not be able to stay alive. Well, if I'm in the lower portion of the United States, we're at summer temperatures. If you look at Florida's temperatures where they are now, yes they are doing some more testing in Florida and they had some reporting number issues in Florida, but where they're numbers are going at is really concerning. They reported out yesterday, that they only have 10% of their occupancy left in their ICU's in the State of Florida. When we talked about those surge centers that we set up originally, let's hope that we don't get to the point that we need to reset them up in some areas and establish them. I ask you please remember to keep your social distance, wear your mask in public and manage yourself well.

There as one question from Public Input this evening, that I believe came in from a medical facility in Town regarding mask usage, there is some additional guidance in this document this evening. So tomorrow I'll reach out to that establishment and make sure we're pushing them the right information to get them the answers they're looking for because I believe that answer is in here.

Chief Buxton asked if there were any questions. To which Selectman McGrath said, I have a question. We talked about it last week about Massachusetts and the numbers. She went on to say, I tried to look it up today and I couldn't get there. I don't know if the CDC website was overloaded and I couldn't print out the information and I couldn't get the information for Massachusetts. So it's concerning if the numbers are starting to go up and we may see increases in our numbers because we're a border town. Chief Buxton responded, yes, that was definitely highlighted in Executive Order 52, talking specifically about the border communities and the impact of having that travel back and forth across the border. Yesterday Massachusetts reported that they were up 132 deaths and then today they reported an additional 23 on top of yesterday. So that is a swing of roughly 155 in the last two days. So that certainly is an increase. In totality they've had over 105,000 cases of covid-19. One of the other concerns as I just looked down at my data here quickly, is New York City saw another big jump of almost 620 cases yesterday. So that certainly is a concern as they talk about the density and that's really where that impact is. There's no space for them to get out and exercise. It is certainly difficult, especially in this weather, as we look at three to four 90 plus degree days with no rain here. If you think about the metro area, what's that impact going be?

Selectman Martin said, I read that they've been having success with steroids from keeping people from dying, while in ICU being treated, is there any more info that you may have about that? To which Chief Buxton responded, unfortunately I do not. That is not one of the things I'm willing to step out on the ledge on. Selectman Martin responded, that's okay, I'm good. Thank you.

Chief Buxton went on to say, I have one last item to talk to you this evening about. This is something that is included in your package this evening. In the middle of March we moved into the Continuity of Operation Plan. During that time period we worked Town-wide on a different staffing model that basically

isolated and removed employees from the workplace. As we demobilize the Continuity of Operation Plan I feel it's my job to basically come here tonight and advocate for my operational staff. Our captains, our lieutenants, our firefighters and dispatchers have had no adjustment to their work scheduled during the covid-19 event. They've worked their traditional 24 hour schedule and they've done a tremendous job. That job has seen continued increase of challenges in the workplace from different protective clothing that they're wearing now, the length of calls taking longer, probably doubling up on calls. Continuing to train and work with our probationary employees and basically continuing to provide the same level of service that we've come accustomed to. They're very professional in what they do and I'm very proud of what they've done over the last 100 days now. I'm asking the Board to work with me this evening to basically afford them the opportunity to have some personal time, to basically provide them an opportunity to regroup, recharge, maybe take that vacation they couldn't take when they were restricted on earned time utilization. We've limited their part-time employment since the inception of the EOC that was one of the first things I did as Fire Chief. So we're asking you to consider this evening, providing each employee within those classifications, 84 hours of personal time. I'm not looking for it to be classified as earned time for a couple of specific reasons. A.) if we classify it as earned time there's an opportunity for an employee to wait to June or December and cash it out. That's not what I want. I want them to take the time and to be refreshed and I want them to get some time with their families. So I'm asking for this. It's outside of their contract. It's not referenced in their contract, so I believe the Town is within their prevue to do a one-time allotment for this and provide them 84 hours. Why 84 hours? Their average work week is 42 hours a week so it would give them two weeks of personal time that equals 84 hours. I gave you some guidance as to how I would see this being utilized. This isn't something that I see that they can carry on forever. I would ask them to utilize this time prior to the end of 2020 before the sunset and the time cannot be bought out. If they were to retire, leave, it is not something they can utilize for a severance. The rules for utilization would be consistent with the Collective Bargaining Agreement surrounding earned time. We limit the number of employees that can be out on one shift per day and basically I'd follow those same rules. Each of the personal blocks would be utilized in either 24 or 12 hour blocks. The captains, lieutenants and firefighters work 24 hour shifts so we wouldn't want them to split that up and use it 12 today, 4 today, we want them to use it in a block to spend time out of work. Additionally, we would ask the Dispatchers to use that in a 12 hour block and utilized that time as we move forward. What's the liability? That's always the concern. What's the liability? We're asking you to invest in those public safety employees and offer the 41 employees that worked through covid-19 84 hours of personal leave, which is a total of 3,444 hours. Seems like a big number, but you're talking about 41 employees that separate and represent your first responders in the Fire Department and five different classifications. I'm asking for that consideration this evening. I think we're extremely fortunate to have those folks working for us and I just want to make sure we're taking care of them and make sure that they're here for a long time.

Selectman Coutu said, Mr. Chairman I want to thank the Fire Chief for having a conversation with me relative to this particular topic. I had been under the impression that every employee in Town had some sort of adjustment made to their schedule so that they could spend time with their families. I discovered, after conversing with the Chief, that the only department in Town that had no such adjustment to their schedules, they stayed on regular shift through the entire pandemic and they presently do. So I told him I was very supportive of the idea that he was going to bring forward. So with that said, Mr. Chairman, I make a motion to allow the Fire Chief to work with the Town Administrator to administer 84 hours of personal time for each member of the Fire Department Operational Division. This will be inclusive of all Captains, Lieutenants, Firefighters and Dispatchers who responded to the Covid-19 pandemic. I'm wondering if we should have language in it. Are you going to come back with something? A formal package? If this is passed? Chief Buxton responded, If this is passed, I'd work directly with Steve regarding how it would be implemented, so the implementation. If you need a report back I certainly can bring something back. I would just need some parameters of exactly what you're looking for. Selectman Coutu then said, I think that if it's going to be use it or lose it by December 31<sup>st</sup> 2020, somewhere there should be a language in the motion. Want me to include that? Chief Buxton responded, you can include those four bullet points at the top if you'd like or just reference it and I can fit it into the document we give to the employees. However you'd like to do it. Selectman Coutu said, to continue on the motion,

application of the personal time as referenced in the Fire Chiefs memo dated June 15, 2020, bullet points on page 2 will be applied in the process. Chairman Morin then said, at this point, there's questions all the way around the room. So just let the questions get out and then we'll go for a second, okay? Because everybody had their hands up before you made the motion for questions. Selectman McGrath said I'll second for purposes of discussion only at this point. Chairman Morin said, Motion on the floor by Selectman Coutu, seconded by Selectman McGrath.

Selectman Martin said, I too met with the Chief about this. I support it. But I can't support it right now because I think that date by the end of 2020, is cutting it short for that group. I'll tell you why. For the past 100 days we've on the continuing of operations and you've had people at home getting paid and people working. So why should we if they don't use it they lose it by the end of 2020? I would love to see this to move to March 2021. Just because they have a little bit more time to use it. I think we're selling them short by going to end of 2020. I won't support end of 2020. Chief it's because I think its short changing them. They've been here day in, day out. Fires, medical calls, everything you can think of. Not one complaint. That's why I'd like to see it go to March 2021.

Selectman McGrath said, so, I do support this, and I understand the reasoning behind it. But my question was going to be whether or not if we see a resurgence, in the virus and they're not able to take the time because we may need to pull them back, what is your thought process about that and if we approve this tonight, absent one vote, can we revisit this if there's a resurgence and adjust the schedule? Chief Buxton responded, sure, I think that there's an opportunity here, as we did with the earned time utilization, to limit utilization under the state of Emergency. The Board has offered a lot of latitude under the State of Emergency. Hearing that I don't think that is an issue. Certainly if we see resurgence. We had a continuation step plan that we had been working on with the labor body in regards to if 25% of our workforce is quarantined, what's that look like? Does that look like now a 56 hour work week, instead of a 42 hour work week? How does that progress? We were having those conversations on the backside-monitoring our staffing levels up and down, to make sure we were really getting to a point that if we needed to make those hard decisions, how was that going to look? Not only to make sure we're recovering the staffing model here, but that they were also getting time home for rest. Because as you work folks longer you see your safety concerns go up and your accident rate go up. So we wanted to make sure we were having that highlighted that's why we engaged them early on in the process. We had two early exposures. We went very aggressive at providing protective clothing to first responders in this community. A lot of other communities are jealous of some of the stuff we've done with our folks candidly to get them as early in as we did. I'm very proud of that and their performance. We were good. We were lucky to make sure that we didn't have all sorts of exposures, but we worked hard at it. They worked hard at it. To your question directly, if we need to make that adjustment, we'll have that prevue to have that discussion. Selectman McGrath then said, just to explain my rationale, all of the employees that work for the Town, have worked very hard and under really stressful conditions. As I've said it before, everybody deals with this in a different way. Some people are frozen with fear. Other people can manage it but they're still worried. So opening up the building is going to present more challenges. But these people that have been working straight through, and not getting any time off, I think that they need it. They need it for physical regeneration, but also their emotional and mental part of it. So, I'm in favor of it for those reasons.

Selectman Roy said, I understand your rationale about the only department not being adjusted and everything, but why the 84 hours as opposed to 42 hours? Chief Buxton responded saying, so, when I looked at the, I'm going to use Public Works as an example here. I'll keep it very general so it doesn't become personal. When I look at a 14 week period for Public Works worked, that department was spilt in half. They had 50% of their workforce reporting. So that means over a 14 week period they had seven weeks of work and seven weeks they didn't work. So when I took that 40 hours and multiplied that out that came to 280 hours of time that employees were home in the que waiting to come to work if needed, for recall. When I looked at the fact that this employee base did receive the State of New Hampshire First Responder stipend, I thought that kind of cut that number down a bit and I said, what is reasonable? And I think if we look at a vacation schedule that employees had they missed April vacation and we're now

coming into early summer vacation season. Which were all heavy vacation times for my staff, traditionally. I don't have that earned time usage number on me this evening. I meant to grab that. But April vacation is a big time of the year for my staff because of some of the younger families we have and they missed that opportunity. There was one week and then as we roll into the summer we said, okay, I felt this was a reasonable approach. To getting to a number. I thought that two weeks was reasonable. This employee base works an average of 2,104 hours a year versus 2,080 hours. They're already working an additional 104 hours a year because of the rotating schedule. I kind of thought that paid into the formula and I'm proposing two weeks. That's just how I brought it in my head to get to the 84 hours.

Selectman Martin said, I just want to say thank you for pointing out that I was the only negative vote on this motion. So I'm going to offer a friendly amendment to extend this deadline to the end of 2021 because these people are getting cut off at 2020. The other folks in this Town have been paid and we're going to cut them short by the end of 2020? We're in June it's six months away. We don't know when this thing is going to lift. So that's my friendly amendment.

Selectman Roy said, I just have a question. What would that do to like the Administration? Elongating it, would it make it more complicated? Chief Buxton responded, managing time off is a pretty involved process, whether it's a shorter block or a larger one. It is part of Deputy Tice's job he does every week. So what is the liability of extending it? It just extends your exposure to the next calendar year. From a timing standpoint, you're really putting this in play the last month of this fiscal year. So your liability would be on next year and we would manage that as we move forward. Selectman Roy then said, I might make the suggestion that if we wanted to be more logical about it that we do it at the end of the fiscal year. So if you were going to extend it that we extend it to the end of FY21. Chairman Morin asked, would you put that in your motion Selectman Coutu? To which Selectman Coutu said, if I might ask the Chief a question, Chief you worked on this obviously you came up with this plan. I know it doesn't present a problem to extend it keeping it within our budgetary year, fiscal year ending June 30<sup>th</sup>. What was the rationale? Was management of the time off a factor in determining that you'd like to go through the calendar year of 2020? Chief Buxton responded, no, I just picked a line in the sand and said what I thought would be reasonable. If you extend it from July to July that is not a problem for me. Selectman Coutu then said, the motion would be to change the date in the first bullet point to the end of the Fiscal Year which would be June 30, 2021. So that we have this in proper context, so we have a legal motion before us, the original motion calls for, Chief, the acceptance of the bullet points. You are the author of the document, therefore you have the right to ask that we change bullet point one "All time would need to be utilized prior to the end of FY2021" so that is a bullet point. Now my motion calls for the acceptance of the bullet points, so an amendment is not necessary for the motion. It will automatically be extended. The date will be extended in the bullet point, he has the prerogative of changing it, thank you Selectman Martin for bringing that up.

Selectman McGrath then said, so as the seconder of the motion, I'll agree to that amendment. But I think when the Department Head comes in and makes a recommendation to this Board, I think that we should heed that recommendation, but I'm certainly in favor of giving them the necessary time off for them to regenerate. Chief Buxton said, I appreciate it, very much.

Chairman Morin asked if there was further discussion. To which Selectman Martin said, yes, I will support this motion. The reason why I didn't support it to begin with, I think I stated it clearly, was the date. I support it now. Whether or not the president of the United States forms the document, the comments are unnecessary Mr. Chairman and they continue to happen. Thank you. Chairman Morin asked if there was any other discussion. He then said, Motion on the floor by Selectman Coutu, seconded by Selectman McGrath, to allow the Fire Chief to work with the Town Administrator to administer 84 hours of personal time for each member of the Fire Department Operational Division. This will be inclusive of all Captains, Lieutenants, Firefighters and Dispatchers who responded to the Covid-19 pandemic, following the four bullet points outlined in the memo from Chief Buxton dated June 15, 2020, with a change to the first bullet point to read, All time would need to be utilized prior to the end of FY2021. Carried 5-0.

### Board of Selectmen Meeting Schedule

Chairman Morin said, with everything starting to return to normal, at this point we're meeting every week, due to the covid virus. With the Chief's statements tonight in reference to grants coming in and changes coming along, we should go back to our regular meetings, but wait until July 1<sup>st</sup>. That way we give him some more time for the rest of the month to come in and make his presentations and we can move things on timely so we can get in for the grants. Is that agreeable to everyone? To which the Selectmen replied yes. Chairman Morin then said, so as of July 1<sup>st</sup> we will go back to our normal schedule and we do need to keep in effect, as the Chief said things are changing. If things start to ramp up again we may have to put ourselves back on that schedule or have some emergency meetings. Executive Assistant, Jill Laffin asked the Chairman, so the meeting on June 30<sup>th</sup> would be covid update only, correct? I ask because there were some questions today. Chairman Morin responded, yes, that will be a final update from the Chief.

Chairman Morin said, I've got one thing that got added from the Police Chief today. Chief Avery came to me in last week and said he had several officers that couldn't make their training requirements due to the covid-19. He has gone through all the records and stuff and put some stuff together. At this point he needs direction from the Board to waive those hours that are missed due to this pandemic. Selectman Roy asked, do you need a motion? I'll make that motion. Selectman Roy made a motion, seconded by Selectman McGrath, to waive the 14.5 hours for 8 Police Officers. Selectman Martin asked, I guess what is the training requirements that they're missing? Chairman Morin responded, what they have is they have to make up 14.5 hours a year because of the way their schedule works. So what they do is when they go to training instead of getting paid it makes up for that 14 hours and because training was canceled this year, the 8 officers didn't get that training in. and between that and you look at all the community service hours they do that they don't get paid, Old Home Day, the Night Out, all that stuff, they're still working for the Town and they're donating their time. He can fill those voids without any issues. He just wanted from the Board to make sure we were all set with it. Selectman Roy added, it was through no fault of the officers, you know what I mean? That's sort of the way I viewed it. It wasn't like they didn't go or refused to go. Selectman Martin said, I just wanted to understand it more because there's no documentation. Chairman Morin added, it's an every year thing. They usually make it with training and everything without a problem, just there was no training this year. Any further discussion? Motion on the floor by Selectman Roy, seconded by Selectman McGrath to waive the 14.5 hours of training for the eight police officers, due to the covid-19 pandemic. Carried 5-0.

### 5. TOWN ADMINISTRATOR REMARKS

The Town Administrator started off saying, employees have reported back to work this week and in the other departments. It seems like everybody, I won't say the word happy to be back working together, it's an adjustment because some of them haven't been in the building at the same time but from what I've seen walking around, talking to folks, it seems like they're anxious to be back to work. So that's a positive.

I don't know if you were going to mention, but I believe Old Home Day has been canceled this year. I also believe they are not going to be doing the fireworks. There was some discussion as to maybe perhaps doing fireworks but that's not going to happen. Selectman Martin said really? To which Mr. Malizia responded, that's my understanding. Selectman Coutu asked, when was that decision made? To which Mr. Malizia said that's not our decision and Chairman Morin said, last night. Selectman Coutu said, up until last weekend we were going to have drive-in type fireworks. Chairman Morin said, the Old Homes Committee met last night and they discussed both Old Homes Day and the fireworks and they voted as a committee not to hold either this year due to the covid. Selectman Roy added, they didn't have enough volunteers to support either, according to the statement they put in. they didn't have enough volunteers to support either event. Selectman Coutu said, I'm disappointed. Selectman Martin said, I'm disappointed as



well. I was under the impression. We had fireworks last night at the graduation. Chairman Morin said, it takes people. They don't have the people. The people don't want to risk a large crowd and getting infected at this point and its volunteers so there's no coverage for them if they get sick, things to that nature. I understand fully where they're coming from. Selectman McGrath said, the email that Tim sent out, that I believe you forwarded it to us, it was very detailed in their reasoning why. It's unfortunate for the people that attend that but by the same token they couldn't guarantee the cleanliness of the portapotty's and the tables that people would be using.

## 6. SELECTMEN COMMENTS

Selectman Martin - Thank you Mr. Chairman. I just like to comment that we should have a little bit more decorum as far as remarks towards another Selectman or when we say something and then we're looked down upon because I'm not supporting or whoever is not supporting a motion. I think there needs to be a little bit more professionalism coming out to not remind everybody that I'm not supporting a motion or somebody else is not supporting a motion. It is just discouraging. Very discouraging to hear this. To have this happen all the time. Like I said last week I was up to the golden gates with the problem and I still am. Especially with tonight. I don't need to be reminded that I'm not voting for something and there was a reason that I'm not voting for something. But I think I don't care who likes me. I'm not here to be liked or be a friend. I'm here to do a job for the people of this Town that put me in this office, and I think I'm doing it. But the discouraging remarks that I keep getting are wrong. And if they continue I will be going to ethics with it. I'm at my wits end. It needs to stop Mr. Chairman and I ask for your help to help make that stop. That's all I have tonight.

Chairman Morin said, we have to take what you just said and that has to be used around this whole room. We all get to a level sometimes and we all make comments that we shouldn't so it has to be Board-wide. We need to remember that. That's all. Thank you. Selectman Martin said, Mr. Chairman, I agree 100%, whoever, I will throw this down. I listen to everybody with intent. I look over there when she's talking so I can understand what she's saying. And I look over there and I look over there and I look over here and listen. Not once, have a made a disparaging remark about what I'm doing or what that person's voting. I have a lot of decorum. But the remarks coming out of this individual is not proper and I'm tired of it. Thank you Mr. Chairman.

Selectman Coutu - First of all I want to congratulate the graduates of 2020. They held the exercises yesterday evening. I watched quite a bit of it on different Facebook posts this morning and I noticed they had fireworks, which was a nice touch. I applaud the School Administration for coming up with the idea, long before a lot of schools did, to hold the graduation at the school and make it feel more comforting to the parents and for the graduates. You're the father of a graduate this year, so please congratulate your daughter for me. I have two grandchildren, the last two to graduate from high school, just graduated yesterday. Theirs was virtual but it was unique and it was fun to look at. So congratulations to her and to all the graduates.

Again, on behalf of the citizens of Hudson, a lot of people that I've spoken to, a lot of people who have emailed me, I want to say, how proud they are of our Town. We have been able to manage the governance and the services provided to our community as a result of the oversight. We have to credit the oversight. The oversight is the EOC committee. The Fire Chief, you, Selectman Roy, the Town Administrator, all of the employees, everybody seemed to pull together to make this work. If we all stop and think about day one when it really set in, Town Hall was going to be closed. Jobs were going to be shifted. People were in a panic and in despair in many cases because they didn't know what the future held for all of us. By all of us, I mean the world of covid virus and how bad it was going to get. Whether they were going to be affected by it. But in the end everybody came together and they came together because of people who work for our community who care about their fellow workers who made them feel comfortable who did the deeds of kindness to make everybody feel comfortable about the governance of

this Town and the changes that we were going to have to make and we did make. And it worked. So again, I want to thank all of you and commend all of you for the efforts that was put forward each and every week. For some of you each and every day almost every hour of the day. So on behalf of the citizens of Hudson, thank you. That will be it, Mr. Chairman.

Selectman McGrath - I have nothing tonight.

Selectman Roy - So, I just want to mention the graduation last night was pretty impressive. And once again, it was because the community pulled tighter, right. It was the Fire Department, it was the Police Department, it was the School District, it was volunteers. Everybody pulled together to make sure those kids had a proper graduation. I'm not surprised because that's the way this whole thing worked is the community has pulled together. I just want to thank everybody for their efforts in doing it. And that's all I have.

Selectman Coutu asked, can I make one more comment? He went on to say, I thought about this all week and I'm definitely going to say something. Nothing disparaging about anybody here. As we all know, we receive a lot of emails about the potential development in the south end of Town. And I said, and I maintain, and I'm sure Selectman McGrath feels the same that we know that this is the largest single development proposed for the Town of Hudson. We want to afford both sides equal opportunity to present to us a) the developer the proposal b) the citizens their concerns. As stated by Selectman McGrath, I believe, I could be wrong, it might have been the last meeting or the one prior to it, I do not, and this is what I want to make a point about. I have not responded to a single email that has been sent to me. Not one. And I have some personal emails that come to me from some individuals that live in the area and I know in the distribution list I'm the only one getting it because a lot of the stuff that's in it is very personal to me and that person. There's more than one. There's quite a few that I'm getting. I will not respond to emails. I want people to know it isn't because I don't like you all of a sudden. It isn't because I'm ignorant and don't want to respond. I respond to everything everybody sends me. But on this particular development, I want both sides to have an opportunity to voice their presentations and I will weigh very, very carefully, everything that I hear, and I will do my best to make the right decision for the Town of Hudson. I don't think this Board wants me to do it any other way. I would hope that the citizens of Hudson, who elected me, will respect, giving me the time to assess the information and its volumes and volumes of information to digest. Volumes of documents to read some days when you open up your emails and some days it's eight for the project and two for Benson's. Well the Benson's have gone away, thank God. This project, I want to make at least one statement anyway, to, there's so much going on. I made the mistake of going to Save Hudson page and started reading it. I said oh my God, there's so much information out there. But we will make the decision based on the information we have at hand and we've heard very little from the developer's side because they just presented the plan. They're making adjustments and we'll look at them, we'll listen to them and we will continue to listen to the citizens whether they be for or against the project. Again, please do not take it personally, that I do not and will not respond to any of the emails. I'm not going to show my hand until the opportunity is afforded to the Planning Board and we have to make a vote. That's probably the day I'll make my decision. Because I can look at anybody straight in the eye and say, the scale is perfectly balanced right now. I'm not leaning in one direction or the other. The scale is balanced. The evidence will support the decision I make in the end. My vote will represent what I feel is in the best interest of the Town of Hudson. Thank you Mr. Chairman. Chairman Morin added, you bring up a very good point to get out to our residents. The only email I've had answered is I had one resident request on fire protection and that was forwarded on to the Fire Chief to answer that and it was questions related to things now. But you bring up a very good point. We need to stay neutral until we have all the information. And as you said, it changes hourly. It does.

Chairman Morin - I have nothing tonight everything I was going to talk about you all already have.

7. NONPUBLIC SESSION

Motion by Selectman Roy seconded by Selectman Martin, 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.

(c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of this board, unless such person requests an open meeting. This exemption shall extend to include any application for assistance or tax abatement or waiver of a fee, fine or other levy, if based on inability to pay or poverty of the applicant. Carried 5-0.

Chairman Morin entered Nonpublic Session at 7:59 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 9:24 p.m.

Selectman Roy made a motion, seconded by Selectman McGrath to award Chief Buxton with 80 hours of personal time in accordance with what was awarded to Fire Operations Personnel. Carried 5-0.

Selectman McGrath made a motion, seconded by Selectman Roy to seal the non-public minutes of this evenings meeting, 6/16/20. Carried 5-0.

8. ADJOURNMENT

Motion to adjourn at 9:26 p.m. by Selectman Martin, seconded by Selectman Roy. 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