

HUDSON, NH BOARD OF SELECTMEN

Minutes of the April 14, 2021 Meeting

1. CALL TO ORDER - by Chairman Coutu the meeting of April 14, 2021 at 7:00 p.m. in the Hudson Community Center.
2. PLEDGE OF ALLEGIANCE led by Selectman Morin
3. ATTENDANCE

Board of Selectmen: David Morin, Kara Roy, Marilyn McGrath, Roger Coutu, Brett Gagnon

Staff/Others: Town Administrator Steve Malizia; Bill Avery - Police Chief; Dave Cayot - Police Captain; Jess Forrence - DPW Director; Tad Dionne - Police Captain; Chrissy Peterson - Recreation Director; Lisa Nute - IT Director; Jim McIntosh - Dir. of Community Media; Jim Michaud - Town Assessor; Gary Gasdia- School Board Member; Jill Laffin - Executive Assistant

4. RECOGNITIONS

Selectman Morin was recognized and asked Chairman Coutu if we could go out of order of the agenda and recognize Sgt. Broderick before Public Input so that the members of the Hudson Police Department could get back to work sooner. The Chairman agreed that this was acceptable and asked Sergeant Patrick Broderick of the Hudson Police Department to come forward. Sergeant Patrick Broderick of Hudson Police Department receiving the Dept. of Justice Excellence in Pursuit of Justice Award. The Chairman read the citation sent from the Department of Justice to which was received with a standing ovation for Sergeant Broderick.

5. PUBLIC INPUT

Chairman Coutu said before we start public input we do have an agenda tonight that we do have to get to. The next item on the agenda is public input, and I know, as I said, there are several people here who might want it, who might wish to speak, and the microphone is open to them. We're going to do is we're going to allow each speaker five minutes at the end of four minutes. Doesn't mean you have to speak for five minutes. But if you wish to, we be willing to give you the five minutes. At four minutes, Selectman Morin will ring a bell. At four and a half minutes, and it won't be disturbing. It'll be loud enough that you can hear it at four and a half minutes. He will give you a second bell, knowing that you have 30 seconds at the end of your five minutes are at the end of a sentence. Whichever comes first, he'll ring the bell to let you know your time's up. If you're in the middle of a paragraph and you want to finish it, just let me know and I'll acknowledge that. But please don't take advantage of it. So with that, if there's anyone in the audience who wishes to speak to the Board of Selectmen on any matter in which we have control. Please signify by hand. And I will ask you to come to the microphone, state your name and address for the record, and please say your name clearly so that our executive assistant can grasp it easily when she's listening to the video for the transcript. So who is interested in coming up this evening?

James Crowley, 4 Fairway Drive, was the first resident to come forward. Mr. Crowley said, I'm hard of hearing. So ring your bell loud, please. OK. First, I want the Board of Selectmen to understand that I really appreciate the time, effort and caring you put into managing town business. I am what has been labeled as a member of the anonymous opponents and a member and a client of Attorney Manzelli. I want my chosen legal representative to be present to represent me in connection to the requests for reconsideration. I know she was diagnosed with covered this morning and cannot be here. Please defer until she is well enough to represent me on March 30. First I sent a letter to the Board of Selectmen members. I hope you take it into consideration. Any re-examination of the January 26th Hudson Logistics Center sewer allocation vote? My letter does not approach anything

is legally precise is what you would hear if my attorney was here to represent me. So again, please defer the request for reconsideration item seven B until a later date. So I am fully represented by my legal counsel and this important issue before the Board of Selectmen. No, I want to talk about another subject. However, I also do not want the Board of Selectmen to lose sight of another issue. I want to remind the town manager, Board of Selectmen, indirectly, the town council that collectively you need to address right to no issues.

Mr. Crowley went on to say, there is a definite need to develop or establish RSA 91-A, an acceptable system to handle, right to know request. It currently does not seem to exist to the degree required by New Hampshire legislation in this town. Additionally, the town doesn't seem to provide a training program for town personnel concerning right to no requirements. Please provide funding and a committee to address this issue along the same lines. On January 26, the Board of Selectmen reversed their previous HR allocation vote. The three approval justifications given were then were first afraid of earlier backroom deals and new information made available to him. Per governor's terminology, Hudson Logistics Center was considered an essential business and third need to save money and get to final plans for the project board of Selected Voter No. One approval justification vote alike. Talk about. I want to let everyone to know what good right to know procedures in place any backroom deals can be and will more likely be exposed. Current right to no legislation became effective in 1977, the time period the Board of Selectmen member worried about was between 1990 and 1998. If the town of Hudson had a more robust, efficient right to know mechanism, the Board of Selectmen member could have research from town right to know files to confirm or disprove his assumptions. A second allocation vote would not have been necessary.

He would have probably known whether any backroom deals had been made concerning them. He was going to make with the information he had available to him to January 12th meeting and then official our right to know database evaluating the second justification approval vote if everyone was there. Math. Sorry, I'm not wearing mine right. Oh practices social distancing and gets their Covid shot. The Hudson Logistics Center cannot be considered as essential in the near or long term. Evaluating the third justification vote as far as the planning board voting on final plans beyond sceptic vs. sewer service, the public has pointed out. Even now, numerous studies, reports and plans are not complete. It cannot even determine what will exactly be allowed to take place. And buildings see classified by the applicant as a non-facility. What specific guidelines or criteria will be in place to determine if a future site plan change of use has even possibly occurred? Nonsupport is a very open ended, nondescript answer to what will be approved and allowed in building. See, finally, a town wide right to know method of archiving records and providing an acceptable, acceptable and efficiently, efficiently operating procedures would better protect town officials. No clarification of what meetings they have attended or explaining that public meetings and handling of missing or mistakenly received historical official correspondence would be necessary. This is not a good time.

Mr. Crowley asked, can I have one last sentence? Go ahead. This is not a burden any individual town official should have to face alone or at any time to protect their integrity because of minimal operating right to know standards, procedures and protocols currently provided by the town. Thank you for giving me the extra time.

Dean Sakati, 11 Fairway Drive was the next resident to speak. OK, I'm speaking today to address some disturbing material and the Board of Selectmen reading packet. I'm particularly concerned about a memo from Tucker from Donahue Tucker and in law firm Undersigned by Justin Pasay, Christopher Hilson and John Smolack. I'm concerned about the repetitive behavior by Hillwood Enterprises and their phalanx of lawyers and public relations specialists to tarnish the reputation of town members. I'm truly disturbed by these lawyers making an assertion that a recently overwhelmingly elected Board of Selectmen is conflicted. This is unacceptable for them to use their position as a lawyer to try to intimidate a town officials. The only conflicts of interest is handing over influence of this process to an overzealous applicant and developer, Hillwood, the Green Meadows Golf Club Owners and the Globe and the Green Meadows Golf Club owners. They are the ones who would be unduly enriched by passing on the problems of this proposed development to the residents of Hudson. Unfortunately, this has become a well traversed path by Hillwood Enterprises, their

lawyers and public relations specialists. So I just want to remind the Board of Selectmen of a few of these instances that have created enormous distrust in this town. It all started with a naive proclamation that the project would break ground last September with a fast tracked for month approval process.

I mentioned to Attorney Pasay and the site visit in my yard last June that this is unrealistic and all it was doing was exciting and angering residents. He said he passed this back the Hillwood. His response, though, was we are doing things differently than the last developer. We're not touching the wetlands. It is with no pleasure that I remind him, the developer and the owner, that this type of proclamation was absolutely irresponsible and all it served was to create distrust in this town from residents to our elected officials. Then we had Attorney Pasay when pressed, admitting that Hillwood only needs to live up to the legal requirements of the process and lecturing the planning board on how to adhere to the rule of law as if they do not, as if our planning board members don't already know the rule of law. However, when it comes to topics like sewer allocation, the applicant wants all the rules changed or bent. As a consequence of these statements, residents assumed the approval was an inside job, and this was only reinforced by their actions. Letters from Scott Tranz maintain their public relations specialist to the governor's office. Mr. Bergeron, specifically reporting on which planning board members were being removed from office.

Mr. Sakati continued on saying, why the governor's office would even care or want to know is surprising to me. The infamous bull's eye maps that showed each neighboring resident who was in opposition to the project based on a statement they made, a letter they wrote further tarnished this, this, this process. And that was with the Friels self-proclaimed personal attorney Jay Leonard. You know, the governor put his finger on the scale by putting out letters to the Town to expedite the process. All these things created just trust. All these actions, just to name a few, illustrate sort of bullying by the applicant who is pushing on every possible unseemly lever to get its way. They seem to have no bounds. And what I'm appealing to the Board of Selectmen here is not to succumb to this type of pressure. You know, these irresponsible actions, again, have created enormous distrust in the town, a lot of cynicism that's probably largely unwarranted. But it's brought to us because of the pressure that this this applicant and their phalanx of lawyers and public relations specialists continue to put on the town. So all I'm asking is that the Board of Selectmen just put a stop to things that don't seem appropriate or. Right. Thank you.

Jim Dobens, 4 Eagle Drive, was next to speak. Mr. Dobens said, I appreciate everything that this board does for this town, you represent us and that's why we appear in front of you. I have five topics I would like the Board of Selectmen to consider and reconsider as it relates to the Hudson Logistics Center and its impact on the Town of Hudson, impacts that will have to be dealt with by this Board. One, I strongly recommend that the Board take up and reconsider the sorry allocation decision that was made. I understand this is being deferred to the fact that Attorney Manzelli has Covid and cannot be here to represent her clients. That was the right thing to do and they appreciate that. However, from my position, I want to say that when reconsidered, there was not any new evidence that was provided. This facility does not meet the requirements to receive saw allocation. This facility is not in the sewer district and there was no agreement for one, only a document for easement was provided. The reasoning and information provided for reconsideration after denial would never pass the smell test in the court of appeals to the impact of this facility to our town's emergency services. And this is key, as I have provided before. The evidence is readily available on what these type facilities cause and create to a town's emergency services and what they will have to deal with. Do you not use local comparisons? Real data on real facilities do not lie.

Mr. Dobens continued saying, do the due diligence before we are stuck with it. Traffic impact. This will be a mess. You as a board will have to deal with the issue on our roads, not just the immediate intersections they claim they will fix, but rather the entire Town's infrastructure degradation that will occur. Trucks and workers cars will be driving all over this town. Do not be a dumping ground for the New Hampshire Department of Transportation and the governor. This is our town and not the state. And certainly it's not Hillwood Town financial impact. Make no mistake, while we may get a one year

tax reprieve, we'll be right back in the tax increase train within two years. Here's a simple example, however. I can give you a few that will chew up the so-called tax relief fund. People say coming while a funded platform truck is nice and we would need it. We actually wouldn't need this facility wasn't here. Who's going to fund the additional firefighters and equipment that we're going to need? I did not hear anyone call that out. All I heard was \$8,000 - \$10,000 dollars of yearly maintenance. This piece of equipment will need four people 24/7, 365 or 672 hours per week. Sounds like we need to fund somewhere between eight and ten additional personnel to give us coverage. Never mind the equipment for each firefighter. We will need this additional equipment and staffing should this go in and probably more.

Mr. Dobens went on to say, you would have to be naive to think taxes will go down, quality of life. Everybody has ignored this one and few people have talked about it. They only talk about the financial impacts and not the human and Town impacts. Hudson currently experiences a decent quality of life. However, we do have traffic issues. Can you imagine what this place will do? Just think what the additional traffic noise, air pollution, water and wetlands impact and light pollution will have on this Town's quality of life. The incessant tractor trailer noise will be more than you can imagine. The developers will be gone and you and the board will have you. The Board will be dealing with the aftermath. And we haven't even talked about other developments coming that will impact the same roadway. The developer is focused on a campaign of misinformation, deception and half-truths. They have ripped the fabric of our community, caused distrust between town and state officials, and forced residents to rise up and defend our quality of life. They have simply prepared to jam this through. What is facing this town is their responsibility. The one other thing that I will say is one good thing that will come out of this is you are now getting more residents involved at the town of Hudson. They are paying attention to what is going on. And obviously we will not let something like this occur within this Town in the future.

John Debuc, 11 Eagle Drive. Mr. Debuc started off saying, I want to reiterate, thank you very much for everything you do for us. And I really appreciate you sitting here and allowing the opportunity tonight. I want to begin by letting you know that a majority of the planning board members that you appointed did an incredible job, begin to really look into all the issues and questions surrounding the massive Hillwood Amazon project that's being proposed for the beautiful Green Meadows Golf Club. I bring this up because you appoint these members and look at how they handle themselves in the questions they asked. Are there tough decisions like this before you decide to appoint any of them, any of them to this important Board? I want to also let you know that Mr. Malley did a fantastic job allowing the Board members to ask some tough questions, and particularly for letting the developer know that the planning board will not be rushed and bullied into making a quick decision without well thought out questions and also conditions that are good for the Town of Hudson and our residents. I use the word bullied because they saw the attempt from this developer to rush this process and bully the planning board into a quick decision. I see Bully defined as seeking to harm, intimidate and chorus. And please remember that the person who was listening that determines if it's bullying, not the person who acts. I was one of the folks listening and it felt to me like this was bullying.

Mr. Debuc went on to say I've been frustrated with this developer not answering questions that residents have asked throughout the process and not listening to the residents views. I was especially troubled when we asked to make reasonable changes to the berm and sound while instead of addressing our concerns, we were told that the structure as a developer called it was reasonable. At the last planning board member, Selectman Coutu had a great exchange about the sound wall and why the residents will be seeing the tops of the buildings. I could not believe that the developer asked what would have more visual impact the fence or the buildings if Hillwood would have reached out and engaged with the abutters to work in a mutually beneficial solution for the neighborhood and the proposed development. Mr. Coutu would not have had to ask that question. I hope the planning board heard this will require a redesign of the berm and sound fence and the residents can answer the question. The developer asked. What do you want to see a fence or building? I know my answer would be a well-designed berm to block the buildings. I want to talk about the traffic and how this development's going to frustrate Hudson residents in their daily

commute. Developer stated they did not know about the ninety unit apartment complex and a little road that is close to being completed. Now that we do, why we allow in this traffic study that we know is wrong to still be used. I would hope that the town is requiring a new traffic study to be commissioned as a stipulation before any approvals are granted. I've stated this before. I'm still receiving my Amazon Prime shipments within two days of placing the order so we can all agree that there's no rush to get this project approved. An updated traffic study should be a requirement we need to update. The original study, the developer stated, did not include the traffic from the Hudson residents that will be living and commuting from these 90 apartments. We owe our newest residents. A roadway that will not be fraught with delays and frustrating traffic from all the tractor trailers, box trucks and workers travel on the back roads. Last thing I want to speak about is the sewer allocation that was given at the January 26th Select Board meeting. The vote to reconsider should never have been taken. All the information was available during the first vote and the developer presented what they wanted to and a vote was taken, denied the sewer information was not withheld from the developer and they chose what they presented on January 12th against state that the public works administrative assistant, the Town Engineer, Elvis Dhima and developer have all stated of the properties outside of the sewer district. Our ordinance is clear in how to allocate the development. It is not a community facility, such a hospital or public utility. It's not essential for the public health, safety and welfare of Hudson. I cannot see how any reasonable person would state that a distribution center is essential for the public health, safety and welfare of the town of Hudson. Please look at Amazon's website and ask yourself how patio furniture, outdoor equipment and rugs are essential for the public health, safety and welfare of the town of Hudson. It is not before you, before the town undertakes an expansion of its wastewater treatment system. Beyond the existing system boundaries, they must provide sewer to everyone else. The last thing I want to mention is to speak about the impact of an Amazon nonsupport distribution facility. A PSINet article of the Fall River facility, which is one point two million square feet or twenty six football fields, stated that they ship curtain rods, brooms and even javelins. And the manager facility stated that these are all shipped within two days. Mr. Hanna also said this is not so facility ships 80000 to 100000 boxes per day and that number could nearly double during the peak holiday season. I hope this clarifies a little for you when an Amazon non-store facility that ships large items will be shipping eighty thousand to two hundred thousand. Boxes per day, according to the Fall River general manager, Rich Hanna. Wow, that's not what I envisioned for Hudson. And I hope you all agree with me. Thank you very much for your time tonight.

Karen Nevin, 3 Eagle Drive. Ms. Nevin started by saying, thank you for all you do for our town. A great place to call home. Sewer decision. The Town Engineer stated that HLC land is not in the sewer district. The record failed to show that there was new evidence to vote on the sewer and therefore there was no cause to reconsider the vote. But they did. But that did not happen. It was even mentioned that the Town Attorney should be consulted and that was not agreed upon. Thank you for reconsidering the decision that was made on the sewer on January 26, Mr. Martin changed his position on the sewer vote made on January 12th. On January 12th, Mr. Martin's Facebook post clearly showed that Mr. Martin was in favor of this project and promoted the HLC project with a link to support the HLC project. Mr. Martin should have recused himself from voting on the sewer. I think that all of you would agree that this would be the right thing to do and to go back to the previous decision made on January 12th. Traffic and new apartment complex on Lowell road was approved on June 2019. HLC claimed that they were not aware of this complex additional traffic. HLC stated that they did had their traffic study on November 2019 and mentioned that the date on the meeting on March 7th, that the traffic from the apartments was not taken into consideration. A new valid traffic study needs to be done and included include the additional traffic of this project since it will have significant impact on the traffic on the road. Approximately 121 automobiles during rush hour. Town officials, you need to address the traffic issues that are coming to our Town and be ready to fix them before they are out of control. At the meeting on April 7th, the Planning Board member online mentioned he sat through four traffic lights on the road. This is this is normal traffic that doesn't include additional traffic from Amazon or the apartment complex. A new traffic study needs to be done and done prior to the approval of this project. Another Planning Board member asked HLC on

April 7th if they would pay a fine if the number of tractor trailer trucks, box trucks and employee automobiles exceeded the numbers. HLC never answered to the question and skirted around the issue. HLC are willing to monitor traffic on a three day weekend. Are you kidding me? HLC is stomping all over the Town of Hudson and calling the shots. It is time to take our town back and fight for it. Hudson needs to add that clause that they will decide when the traffic monitoring will occur several times during the year, maybe even every other month in HLC needs to pay for the service like the trees that are being planted.

Ms. Nevins continued on saying, HLC is going to provide a three year warranty for trees and the traffic is no different. They should provide three year guarantee on the traffic and have stiff penalties if the traffic numbers are not or at or below. The HLC stating 240 traffic trailer trucks, 40 box trucks, 2000 automobiles daily. Hillwood, it's time to come clean and provide the Town of Hudson the accurate data on everything, not only traffic, non-store facility and facility ships, anything that is 25 pounds or more, and items not small enough to add to a box. Items at this facility would deal with this. In the research I have done, this means 25 pound bag of dog food is ordered would be delivered by 40 Amazon box trucks to the thousands of people in the area that purchase dog food. Dog food is not the only thing that is 25 pounds. A case of cabbage, meat or other cases of food items weigh twenty five pounds or more. All of these items would be delivered by these forty bucks Amazon box trucks to Hudson surrounding towns building. There's a number of cooling systems HLC shows I'm building. This building is a smaller than the three buildings and has the most equipment on the roof. It would lead me to believe that HLC is aware of what the plans are for this building. In my opinion, it is to keep product cold, such as fruit, vegetables and meat. They would be why would a developer add units to a building if they are not going to be utilized? It is time to start asking the right questions and getting the right answers from the developer. Some of the other things that I had mentioned was jobs where at 3.3% and it's very low in New Hampshire and the town peer reviewer indicated that the jobs market could be coming from Hudson residents. Employees are not a must and employees are not allowed to take bathroom breaks and they relieve themselves in water bottles. Really? Is that what we want in our town? Bad proposal, publicity. Hudson will not be a place where anyone want to come, come and visit a good neighbor. As we all know, they are not good neighbors. They don't allow us to. They don't allow us to say what we are feeling. They delayed our post when we are. Questions and the only other thing I'd like to say is it's time for Western officials to not let anyone dictate to you what is right and reasonable for Hudson. What is right and reasonable for Hudson is to not approve this project. And HLC, Amazon go somewhere where it will not impact so many lives in a negative way. Let's keep Hudson a great place to call home. Thank you.

Seeing no further public input, Chairman Coutu moved on with the agenda.

6. Resignations, Interviews and Appointments

Conservation Commission - Resignation of Paula Hubert (member term to expire 12/31/23).
Selectman Morin made a motion, seconded by Selectman Gagnon to accept the resignation of Paula Hubert from the Conservation Commission with the Board's thanks and appreciation. Carried 5-0.

C. Nominations/Interviews

Cable Utility Committee - (5 member vacancies -all to expire 4/30/23)

Flo Nicolas (new applicant)

Chairman Coutu recognized Hudson resident, Florance Nicolas, applicant to serve on the Cable Utility Committee, and asked Ms. Nicolas to tell the Board about herself. Ms. Nicolas said, yes, thank you for the opportunity. My background is I'm actually a licensed attorney and for the past seven and

a half years I've been actually in the telecommunications industry. I work for Sprint, which recently merged with T-Mobile. I was in charge of overseeing our vendors and our modifications to our telecommunication systems, which, you know, 4G, 5G, which is the current project that's been worked on right now. I have experience and project management, all the regulations and compliance that that have to deal with the telecom industry. I the New Hampshire market was my market when I was overseeing the modifications to the cell towers in this area. So I think that background of the telecommunication industry, along with my legal background, having to deal with environmental compliance, historical compliance, FCC compliance, as well as negotiate in some of our license agreements. I have worked with some of our own cell phone tower owners like SBA, Crown Castle, AT&T. I've also done additional venture sharing projects with AT&T and Verizon. So I believe that the vast experience dealing with also the engineering team, our sales team, our financial team is in that background that I have, I think is definitely going to be sorry I'm so nervous.

Ms. Nicolas went on to say, all that talk about lawyers and stuff has me nervous. I'm a good lawyer. I promise I'm not the bad one. But that vast experience that I have in the telecom industry makes me a good fit. The reason why I decided to finally, I've always wanted to be part of a committee. My husband is retired in general. I disabled vet. He's finishing with his master's at UMass Lowell. He currently works a B.A. While he was going to school, I was dealing with three kids. So now that he's almost done, I'm like, yes, it's finally my time to be able to give back to the community. My schedule is a bit more flexible now. I don't have to worry about him being at school and me dealing with work and the kids. So this is a perfect opportunity to give back and utilize my background in the telecom industry, as well as my legal background to serve my community. And last point, when I put myself through law school, I actually work for Comcast, so I am familiar with the cable industry. So all that I'm hoping you guys will give me the opportunity to use, utilize my talents and serve the community.

Selectman Roy was recognized and she asked Ms. Nicolas where she got her degree. Ms. Nicolas replied, Massachusetts School of Law. She then asked, what made you want to volunteer. Ms. Nicolas responded saying, so I've always volunteered. I you know, whether it's working with vets, that's usually something I typically have done. And at one point when we used to live in Colorado Springs, that's one of the things that I use. My legal background was to help our vets in terms of legal advice and home sales and purchasing and selling. The other thing I think that has drawn me in is, is just trying to be more involved in the community. I you know, it's not sufficient to be in my house complaining about stuff, but I'm just stuck in the house and I'm not, you know, getting outside and actually being an active member of the community. I think to be able to make an impact, you need to be involved. Supporting indoors is great. But I think that actual physical and actively using the tools that I have, the education background that I have. What better way to do it and do it now? That was one of the things that I did this year for my New Year's resolution. And instead of saying, hey, I want to lose 20 pounds, it's hey, I want to be more active and I want to participate more.

The Chairman thanked Ms. Nicolas for coming before the board and explained that the Board would be voting on her nomination at their next meeting.

Cable Utility Committee incumbent member, Peter Lanzillo

Chairman Coutu said, Peter has been on the Selectman McGrath made a motion, seconded by Selectman Gagnon to reappoint Peter Lanzillo to the Cable Utility Committee with a term to expire 4/30/24. Carried 5-0.

Benson Park Committee - (3 member vacancies both with terms to expire 4/30/24, 1 alternate member vacancy with a term to expire 4/30/23)

Nancie Caron (incumbent member), Selectman Morin made a motion, seconded by Selectman McGrath to reappoint Nancie Caron as a member of the Benson Park Committee with a term to expire 4/30/24. Carried 5-0.

John Madden (incumbent member). Selectman Morin made a motion, seconded by Selectman Roy to reappoint John Madden as a member of the Benson Park Committee with a term to expire 4/30/24. Carried 5-0.

Recreation Committee - (2 member vacancies with a terms to expire 4/30/24)

Susan LaRoche (incumbent member) Selectman Roy made a motion, seconded by Selectman McGrath to reappoint Susan LaRoche as a member of the Recreation Committee with a term to expire 4/30/24. Carried 5-0.

Sean O'Neil (incumbent member) Selectman Roy made a motion, seconded by Selectman McGrath to reappoint Sean O'Neil as a member of the Recreation Committee with a term to expire 4/30/24. Carried 5-0.

Municipal Utility Committee - (1 member vacancy with a term to expire 4/31/24, 1 alternate member vacancy with a term to expire 4/31/22)

Dawn Lavacchia (incumbent member), Selectman McGrath made a motion, seconded by Selectman Roy to reappoint Dawn Lavacchia as a member to the Municipal Utility Committee with a term to expire 4/30/24. Carried 5-0.

Building Board of Appeals - (2 member vacancies 1 term to expire, 4/31/21 and 1 term to expire, 4/31/24)

Jeffery Emanuelson (incumbent member), Selectman Morin made a motion, seconded by Selectman McGrath to reappoint Jeffery Emanuelson as a member to the Building Board of Appeals with a term to expire 4/30/24. Carried 5-0.

Chairman Coutu went on to Consent Items and asked, does any Board member wish to remove any item for separate consideration on consent items? Seeing none, Selectman McGrath made a motion, seconded by Selectman Morin to approve consent items A, C, D, E & F as noted. Carried 5-0.

7. CONSENT ITEMS

Assessing Items

1) Elderly Exemptions: Map 157, Lot 006, Sub 077 11 Melissa Trail; Map 204, Lot 006, Sub 327, 327 Fox Hollow Drive; Map 148, Lot 040, Sub 067 32 Riviera Road; Map 131, Lot 065, 3 Brightside Drive; Map 165, Lot 030, 22 Campbello Street

2) Veteran Tax Credits: Map 157, Lot 066, Sub 108, 109 Barbara Lane; Map 203, Lot 132, 5 Cottonwood Drive; Map 165, Lot 050, 38 Campbello Street; Map 174, Lot 231, 46 School Street

3) All Veterans Tax Credits: Map 175, Lot 148, 47 Adelaide Street; Map 166, Lot 016, 49 Ledge Road; Map 154, Lot 013, 16 Harston Circle

4) Disabled Veteran Tax Credits: Map 203, Lot 132, 5 Cottonwood Drive; Map 248, Lot 060, 94 Dracut Road

5) Solar Exemptions: Map 185, Lot 021, 44 Flying Rock Road

6) Gravel Tax Warrant: Map 122, Lot 2 Nash Family Investment Properties

7) 2020 Property Tax Rescission of Supplemental Tax Bill: Map 168, Lot 14 - 12 Madison Drive

8) 2020 Property Tax Abatement: Pro-rated Assessment for Damaged Buildings Map 197, Lot 112 - 5 Cedar Street

9) 2020 Property Tax Abatement: Pro-rated Assessment for Damaged Buildings Map 147, Lot 11 205 Webster Street

10) Charitable Exemption Application: Map 237, Lot 5730 Richman Drive

11) 2020 Abatement Application: Map 228, Lot 4, 7 Wal-Mart Blvd

12) 2020 Abatement Application: Map 110, Lot 56, 12 Senter Farm Road

Water/Sewer Items - none

License, Permits, Policies

- 1) Raffle Permit - The Bar (April 18, 2021)
- 2) Raffle Permit - Hannah Dustin Quilters Guild (April 30, 2022)
- 3) Raffle Permit - Hudson Fish & Game Club (May 3, 2021)

Donations

- 1) 65" HD LED Monitor with a value of \$480.000
- 2) \$50.00 to Hudson Recreation Dept. in memory of Jay Mousseau

Acceptance of Minutes

Minutes of the March 23, 2021 Meeting

Calendar

- 4/14 7:00 Planning Board - Hudson Community Center
- 4/21 6:00 Library Trustees - Hills Memorial Library
- 4/21 7:00 Planning Board - Hudson Community Center
- 4/22 7:00 Zoning Board - Hudson Community Center

4/27 7:00 Board of Selectmen - Hudson Community Center

8. OLD BUSINESS

A. Votes taken after nonpublic session March 23, 2021

Selectman Roy made a motion, seconded by Selectman Roy to seal the nonpublic minutes of the March 23, 2021 meeting. Carried 5-0.

Motion to adjourn at 9:32 p.m. by Selectman Coutu, seconded by Selectman Roy. A roll call vote was taken. Carried 5-0.

B. Request to Reconsider

Chairman Coutu stated item, B, a request to reconsider, as you all know, that we have granted that request and we wish Amy Manzelli well and we look forward to seeing her at the next regular meeting. *I would like to have a motion to defer this item to the next Board of Selectmen meeting on April 27th. Selectman Morin made this motion, seconded by Selectman Gagnon, Carried 5-0.*

9. NEW BUSINESS

A. HPD - Acceptance of A.C.E. Grant

Chairman Coutu recognized Captain Dave Cayot of the Hudson Police Department. Captain Cayot said, I'm here to request the Board's authorization for the Hudson Police Department to accept the grant, which was awarded by the New Hampshire Division of Liquor Enforcement and Licensing. The grant was awarded in the amount of \$909.60. Chairman Coutu asked Cpt. Cayot to elaborate a little bit on the purpose of this grant. Cpt. Cayot explained, this grant allows us to work with the liquor enforcement division, to go to the different vendors in town, restaurants and different stores that sell alcoholic beverages and do compliance checks and educate them on that as well. Seeing no questions from the Board, *Selectman McGrath made a motion, seconded by Selectman Morin to accept the Alcohol Compliance Education Grant (ACE) awarded by the New Hampshire Division of Liquor Enforcement and Licensing in the amount of \$909.60. Carried 5-0.*

B. Rec Dept. - 2021 Spring Adult Softball

Chairman Coutu recognized Recreation Director Chrissy Peterson. Ms. Peterson said, sure. Well, thank you for inviting me the opportunity to come before you to seek approval for the recreation department to be able to offer adult softball to both men and women this spring, per the recommendation of the EOC, I did delay seeking approval to allow sufficient time for me to work on the logistics of what I don't talk I would look like during Covid-19 and given the fact that we didn't have it last season due to the pandemic. After a conversation with Chief Buxton regarding guidance as well as researching USA softball safety protocols, I blended the recommendations and put together a strong Covid-19 policy that would be subject to change in reflection of where we are with Covid. I've since received EOC approval for both this season as well as the Covid-19 policy that

would be implemented. So my hope tonight is to receive the Board's approval and be able to proceed with the 2021 one adult men and adult women in softball season. Selectman Morin asked, with all the sports starting up, how are we enforcing the Covid-19 policies? Ms. Peterson replied, I would like to hire softball field supervisors for both the men's and women's league. I've also put in there that I will be in contact with all of the coaches. I will do a Zoom meeting with them. They'll be made to understand that they are responsible for their teams to make sure that everything is compliant with it as well as the umpires. So I've already actually spoken to some of them remain for. Selectman Morin asked, what about the audience? Ms. Peterson answered, Spectators as well? Yep, they absolutely. Everything will be blasted out and everybody will be made, you know, very clear on the safety protocols. And they'll be made to understand that if they're not unfortunately, you know, the league will suffer. We take health and safety of everybody is top priority. Seeing no further questions, Selectman Gagnon made a motion, seconded by Selectman Morin to approve the 2-21 Spring Adult Men's and Adult Women's Softball Leagues. Carried 5-0.

C. DPW - Vector Truck Purchase

Chairman Coutu recognized DPW Director, Jess Forrence. Mr. Forrence explained, I'm sorry. It's a thick packet. It was. There's a lot of work behind it. And I'd like to thank Jim Lavaca for the time he put into this and all the leg twisting he did to increase the trade in value. If I remember a couple of years ago when I came back and there was very little trade. And one thing good about the cold weather slowed everything down and people were looking for machines so that that brought its value up quite a bit. So Jim did a great job putting that together. Public Works receives quotes from the back on and back to our companies for the replacement of the 2009 machine we have now. We went through a lot of different government agencies. We usually use the Sourcewell, go through there. Talking with the Fire Chief and Police Chief, he said try the Greater Boston. And we did that and we were pleasantly surprised on what we find on that thing. So as a station here, I would like to go forward with the purchase of a vector in the amount of \$405,000. And if you all read your package, you see that the funds are readily available. Selectman McGrath made a motion, seconded by Selectman Gagnon to waive the competitive bidding requirements as outlined in Town Code 98-1(C) and to purchase a 2022 Vector truck from Vector Industries at the price of \$392,079 as recommended by the Public Works Director and Finance Director. The truck is to be funded through the Capital Reserve Fund. Carried 5-0.

D. FY22 Default Budget

The Chairman said the voters have done something that they don't do too often. They denied our budget request and now we have to fall back to the default budget. And I believe you are going to address this issue this evening. The Town Administrator said, you are correct, sir, as you're well aware of the budget, the general fund operating budget did not pass the sewer and the water, which was separate because it did pass. So they are not in consideration here. We're only talking about the general fund, which includes the library. So that's part of this discussion. As you're well aware, the default operating budget is thirty million four hundred seventy nine thousand one hundred forty three dollars, which is seven hundred seventy three thousand six hundred twenty one dollars less than the proposed operating budget that was on the ballot last time this happened. In fiscal 2015, department heads got together and reviewed their operations and what they could and couldn't do. We basically did that this time. We had to do it on obviously some types of calls. We couldn't meet in person and departments reviewed their budgets and we prepared a list of items that were going to try to accomplish with the reduced budget. We have to move money around, transfer things, use capital reserve funds, and in some cases, we're not gonna be able to do things. We just can't simply manufacture money. There's a couple of projects on this list. And I think if I turn your attention to page seven, you'll see the list that I'm speaking about as you go down the left hand column, the numbers, that's the default reduction. That's the amount of money that basically is coming out of the

budget. If you look to the calm, to the right as fundamental, that's the amount that we believe we can either transfer or get from another resource to be able to accomplish these tasks into the column to the very far right tells you where it's basically coming from. So you can see there's a list here. It's basically sort of in department order. And again, some key priorities on this list were to perform the town wide, assessing the update that we need to do next year. We need to make a second payment on a fire truck that we purchased this year. And we have police gear, police equipment, Taser body cams that we feel is also an important item. A couple of things we're not going to be able to do and I can be able to do. The project overbuy. I think it's First Brook off of Lowell and Central Street. I we were going to start the design of that. That's a covered bridge that we would have to work on. We simply don't have the money. And we will also put money in the budget for planning assistance, which quite frankly, there's no place to get that money either. So this is for discussion for the board. This has been worked on with the department heads, the majority who are here. So if you'd like to ask questions, go through it. We're here to answer those questions and go through it. But this is how we think we can accomplish what we believe needs to be accomplished in the next fiscal year.

The Chairman said, one question just to get it out of the way. The library, it shows a default reduction of five thousand and fifty two. No action is needed. Is that because they'll absorb that within their budget? The Town Administrator said, they'll be ok. They will be able to accomplish that. Very good there. A million dollar plus budget for the five thousand dollars they'll be able to take care of. Chairman Coutu replied, Ok, good. They just want to get that one out of the way or every members of the board. You've all had an opportunity to review. We're on page seven or any part of the package. If you're going to go to another page, please identify the page. Any questions at this time?

Selectman Roy was recognized and asked, what is what is going to be the impact given the Hillwood Development Project on not having a part time planner? Because that comes out of the Town Planner's office, I would presume so Town Planner's, obviously a key staff member for the function and he is providing that service now. I believe we've been using some part time assistance from NRPC. Obviously, he's going to have a lot more of a workload the longer the project for the Hillwood goes on, because he has to obviously do that work and he has to do his regular planning. I mean, other plants come in all the time. So from the staff perspective, he's going to be busy. And I do have some concerns about that. I mean, I understand he's a hard worker who's a good worker. But, you know, The Town Administrator responded, Sometimes you have other things that probably take more precedence, like the fire truck, like the like the bodycam. Quite frankly, we looked at the assessing stuff and we believe that we can make those expenditures because we have capital reserve fund. We've gone through legal opinions from our attorney, from an HMO and our auditors that said, yes, you can spend out of that. We appropriated it in the budget. We also put a revenue offset in there. Come to find out, we can we can actually still spend that money. So that that's a significant chunk right there. I believe it says \$175,000. So we can accomplish that. That's just one example. But yes, there are things that are going to be difficult to do. The Town Administrator went on to say, Sometimes you have other things that probably take more precedence, like the fire truck, like the like the bodycams. Quite frankly, we looked at the assessing stuff and we believe that we can make those expenditures because we have capital reserve fund. We've gone through legal opinions from our attorney, from an HMO and our auditors that said, yes, you can spend out of that. We appropriated it in the budget. We also put a revenue offset in there. Come to find out, we can we can actually still spend that money. So that that's a significant chunk right there. I believe it says one hundred and seventy five thousand dollars. So we can accomplish that. That's just one example. But yes, there are things that are going to be difficult to do.

Selectman Morin was recognized and said, I want to make it clear before I start that Mr. Malizia and our Department Heads did their due diligence to make sure that the town was protected and had all the money that they need. But due to the way we've handled this in the past, I've got a lot of questions. First of all, this Board presented a zero budget to our department heads, which they did the best they possibly could to get there. And I think we did very well there. My problem is when we've run into this situation in the past, basically the route that we went to department heads talking to Malaysia took was would we find funds to take care of everything? But our residents have told us

that they want to keep the budget low and back to that. So basically, that's not happening. We're just finding other monies, talking to some of the department heads and what's being cut and where money's coming from. I'd like to call them up here and hear that so everybody gets to hear where some of this money's coming from other than what Mr. Malizia has discussed. Because I've got to tell you, I got some real issues with we're taking away from training. We're taking away from tires were taken away from a bunch of stuff like that when there's things in this town that we can do without them. And I'm just going to throw out a few and then I'm going to ask the department heads to come up. At this point, we don't need bark mulch. Yeah, it's a very little fun. But you know what? We take that, get rid of that. Is there a possibility of closing the Bensons bathroom this year? We can get rid of that. There's many things that we can cut to at least take away from that expense. I would much rather see our employees having the safety equipment. They need the training. They need cameras. For one thing, for the police department. We're going to have to we're going to have to fund that a different way. Well, you know what? That's more important than bark mulch. I got to tell you that right now, OK? Is it more important than Christmas lights on the common? Absolutely. So I'd like to hear from each of the department heads, what they're cutting and where the money's coming from. And however, you'd like to start it. Selectman Morin asked Chief Avery and Chief Buxton to come forward.

Chief Avery started the discussion by saying, So some of the areas that I think it's very, very important for the residents to understand the repercussions of this default budget for the police department standpoint, one of my major shortfalls is going to be at last year's budget, FY21. We transferred a forty hour part time, dispatcher into a full time position. Why did we do that? Help with coverage, reduction of overtime, help with staffing in safety of our dispatchers, ensuring we have two dispatchers in that building. 24 hours a day. Furthermore, in doing so and now being faced with a default budget, I did not. I was short \$55,000. And in no way, shape or form am I planning on furloughing or recommending furlough to this board of that night dispatcher that we hired. There were need there not a one. How am I going to get around that? Unfortunately, Officer Craig Hogue with the Hudson Police Department is being deployed overseas to Afghanistan or overseas someplace he has chosen to. His military pay while he is going to be overseas and forgo his Hudson police pay. I'm going to take the money from Officer Hogue's salary to offset the cost to that 9th dispatcher to come up with that \$55,000. I certainly don't want to lose an officer for a 10 month to a year deployment. However, this is one of the ways I'm going to be able to overcome that shortfall. Selectman Morin said certainly you're going to use that money to fill the dispatch position. I understand that. But what are you going to use to fill his position? You're going to run short? Chief Avery responded, we will be short while he is gone. We will not be able to fill that vacancy as an officer. That is Officer Hogue's position. And we will not be filling that vacancy when he returns from overseas. He will step right back into the patrol division. So one of the shifts will be short. We will make adjustments are to make sure we have the proper sectors on the street for the residents.

The next major shortfall we had, as the board knows, starting last June, I had to ask Captain Bianchi with research and looking into the body cam camera project. This is not, again, a want of the Hudson Police Department. This is an absolute need not only for the Police, but for the residents of Hudson and for anybody that traverses through this Town or works in this Town. It's a nationwide push. The governor put together a group of individuals that came up with recommendations, very high recommendations for all law enforcement agencies to adhere to. Out of all of the recommendations that they put forth through to the chiefs of police, the only one we were lacking in, thankfully, was body cameras. So we started this project before they came out with their recommendation. Captain Bianchi worked his tail off all summer long. We dealt with several vendors and then settled on utility or body one cameras. In the end, we entered in an agreement and that was my choice to make sure we entered very quickly. I don't want a tragic incident to happen in this Town, in the offices or the citizens if they're not protected. So as quickly as we could get these cameras into place, we did it. We entered into a contract, I believe, in November or December. We owed a sum of money, I believe was ninety three thousand dollars up front. How did I fund that? Through drug forfeiture money, the hard work of our narcotics division. As you heard tonight, Sergeant Broderick's dedication to combating the narcotics world. We had a lot of money in that account and I used the money to pay for it. That money also helps us moving forward with narcotics investigations and other equipment.

So I funded the first piece by that \$93,000 of drug forfeiture. We then go seventy thousand dollars for the next five years, next four years. Being in a default budget, I did not have the seventy thousand dollars in my budget, which we had previously planned for. However, your board in the Budget Committee board recommended to me and the Town Administrator in the Finance Department created a capital reserve fund for bulletproof vests, bulletproof shields and body cameras in the amount of \$50,000 that was approved. So I do have \$50,000 at my disposal to help offset some of these costs. Where are we falling short this year? We currently budgeted \$64,000 dollars for. Selectman Morin asked if you're going to use all this \$55,000 for the cameras, what are we going to lose out on for protection for our officers? Chief Avery replied Certainly, I'm not going to use all of it, but I am going to use a good majority of it. What we're going to miss out on is purchase a new portable radios for our officers. Over the last several years, we've been upgrading our portable radios. I will tell you, I have the oldest radio in the fleet. I will not let anybody on the street use my portable radio. It is just too old. We have spares in case we need it, so we are in OK shape. So we've been using money. We had \$56,000 budgeted to every year by a sum of portable radios in mobile radios. So we don't have any communication issues when we're dealing with an emergency. So we will forego that for this year. The other part we're not going to buy we are not going to be able to replace our radars in our vehicles. We have some aging radar units, but that's OK. If they break, we are simply going to have cruisers without radar guns. It's not a life or death situation. We can use other methods to slow people down. So in the end, I'm going to take that \$64,000 and put it towards the purchasing of the body cameras and the replacement Tasers. Why am I replacing the Tasers? The Tasers go out of spec, if you will, in November 2021. What does that mean? We will lose a ten million dollar insurance bond through Axon, which is the company that furnishes our Tasers for all the police officers. Chief Avery went on to say, Also, they do not guarantee that our Tasers are going to work after five years, there is no way, shape or form. I'm going to allow any police officer on the street without a Taser that I can almost guarantee is going to work when they need it. And a life and death situation. So I'm going to be taking the sixty four thousand dollars, I'll be taking thirty thousand sixty dollars out of that fund that I purchased, the portable radios and the radars and putting it towards the Tasers, the remaining balance out of that will go through the body cameras. And I will still have a little bit of a void that I will need to dip into the capital reserve account to offset that cost to the body cameras. I will have those major projects covered. There are other projects, and this may seem incidental to many residents, but I am not allowing police officers on the street with bad tires on their cars. We tried to increase this budget because the cost of tires have gone up due to the vehicles that we're driving and they need snow tires in the winter. They're not going out there with all-season tires. As you all see, the officers are out there morning, noon and night during all kinds of weather. We're going to lose out on replacing it. The cars that will be impacted by this will be my administration cars myself, my captains that are not out there on a daily basis, going to car accidents and going to calls for service. That is one way to offset this. I can get through a winter without snow tires. Yes. Or tires we can purchase I believe it's six for about a thousand dollars. Selectman Morin said, so we could get six tires for safety and not do bark. Bark mulch is what I'm trying to get at. That's what I'm trying to show here. Things that we don't need that aren't that aren't essential. We need to look at so we can buy these things that we're going to need for our people to keep them safe. Thank you.

Chief Avery went on to say, after talking about all that and it's probably confusing for a lot of people, this did not come to me overnight. I worked with the Town Administrator several times. And as it was mentioned earlier, the Department Heads met, I believe it was three times and talked about this at length. So it was a good team effort. Everybody worked well together. I'll have a remaining shortfall of \$46,263. How am I going to cover it? I'm going to pray that I don't go over the budget. Honestly, I'm going to manage the budget tightly. Hopefully you know that at the end of the year we get through the year that we have some money, some place, some pockets of money to offset that. \$46,000. Normally during the course of a year, we do inquire of acquire vacancies through people retiring, people leaving to go to other agencies or other means. So if that was to occur, we would hold off on hiring another body, whether it's sworn personnel or dispatch, our records clerk or any other civilian in the agency for a period of time to try to catch up and offset that cost. And that is my plan moving forward.

Selectman Morin asked, what else is included in that \$46,000? What's included in that? Chief Avery responded, cruiser tires is going to be the main one. I don't have the exact list right here in front of me, but we do have other areas that we're going to be short in. Selectman Morin then said, and if we're not, we just got up to staff pretty much where we need to be. And I know the officer who's been called up for military service, but then we're going to go right back again and we're going to spend or either we're going to run short on a patrol shift or we're going to spend more money on all the time, correct? Chief Avery replied, correct.

Selectman Roy was recognized and asked, I have a question about the cameras. Mr. Chairman, about the camera contract we signed that last year. Did that contract have a non-appropriation clause in it, meaning that if there was no appropriation, we could sever the contract? Chief Avery replied, it did not. We looked through it with a fine tooth comb. OK. OK, and just to elaborate on that, I think everybody saw the tragic events that just happened again and again, I do not want my officers on the street with our cameras. We have tried to get these. Covid has really set us back a couple of months. But starting in May, we will do a press release, probably middle to late May. You will see body cameras on every Hudson police officer. And I know I'm very proud of Captain Bianchi for his hard work on this project.

Chairman Coutu then said, Chief, let me ask you a question. Relative to the creation of all the time expenditures without getting into any detail, and I know you know better. We had a situation this weekend. You and I were going back and forth and I kept the remainder of the board aware of what was going on. In a situation like that, which is not an occurrence that happens very often, but it does happen and so do other similar instances. I was recounting since you and I last discussed this this problem we had this weekend, how many times I've received phone calls from a police chief about a lot of people being tied up on that situation. Would you estimate that there was a considerable amount of overtime that had to be utilized for that particular incident? Chief Avery replied, I can almost tell you exactly. Was between 42 and 45 hours of overtime for a three hour ordeal. OK, very, very costly situation. Chairman Coutu then said, I am aware and we are very grateful for the mutual aid we have outside of our agency, Nashua, the SWAT team and all of the people that were involved. But again, so your budget is so tight that, you know, it's I can assure our citizens, as I'm sure you would want to assure our citizens, public safety will not be jeopardized. We will do anything and everything. And yes, Selectman Morin, if we have to shut off the Christmas lights, if we have to make other sacrifices to make ends meet, especially on the side of public safety, I would rather air on the side of public safety. You've been there. You know what it's like, sir. You know how imperative the duties and responsibilities of public safety are, but there are other areas we can cut to make ends meet if we have multiple situations, both in Police and Fire, where we're going to need moneys over and above what has been identified. And we still haven't met all of the shortfall. Am I correct Mr. Malizia? How many, \$300,000 still short? Mr. Malizia replied, for the bottom line. Chairman Coutu went on to say, and we don't even know where we're going to find that. So if we're going to if we're going to claw and dig, we will air on the side of caution. We will make sure that public safety is taken care of and other such things. As you mentioned, as an example, we've had portable toilets, said Benson Park for quite a few years. We have to shut down the toilets and just rent portable toilets at a cost savings then these are the kinds of things going to have to be done. So thank you for bringing that to our attention. Do you have anything else, Selectman Morin? Selectman Morin said, I'd like to hear from Chief Buxton and I would still like to hear from the other department heads.

Selectman Coutu recognized Chief Buxton and asked, Chief Buxton, what are your shortfalls and how do you plan on compensating. Chief Buxton replied here, the FY22 budget proposal that was presented to the Board came in at approximately zero percent increase. What does that mean? That means that we work within the means that we had received in the 2021 budget to move monies around to offset projects. That also means that we see a consistent tightening of the budget each and every year because we're not seeing growth, OK? Originally, when we looked at it, our shortfall comes in at \$92,510. That is over one percent of our operating budget. As we sit here today, the Town Administrator asked us to look at our budgets and to see if we could come up with a proposal that would help with the offsetting. I offered him a memo which is on page 14 that outlines

approximately \$43,000 dollars' worth of cuts to our budget. That left us a delta of \$48,000. And I just want to review a few things that were on that list. As we look at the proposal that the Administrator gave you of that \$43,000 that would have meant that we were reducing facility preventative maintenance projects. The Town of Hudson has invested in the fire department greatly. In 2007, they put \$900,000 into Central Station and spent 2.9 million in the Lowell Road station. Chief Buxton went on to say, that would have had direct impact on the preventive maintenance programs for those two facilities, along with our other existing facilities. So that was one of the things that I was concerned about. Additionally, we would have had to defer \$26,000 worth of protective clothing, replacement and safety equipment maintenance programs. I use a sentence in this memo to the Administrator that I don't take lightly. I told them that I had grave concerns surrounding the reductions to the preventive maintenance equipment and was very concerned about the employee safety that suppression budget. All of our protective pulling has a 10 year shelf life. So as the equipment comes up by NFPA standard, we need to remove it no different than a bulletproof vest and that would had great impact on that budget. Additionally, we would have seen some training monies removed from administration and inspection services and we would not have done any maintenance on the municipal fire alarm system. As the bulk of you are aware from sitting on the Board, over time we run a \$100,000 master box system, one of the oldest alarm systems in the country, and we maintain approximately 311 master boxes in this community is one of the most reliable alarm systems that you can have even today. But that would remove any preventive maintenance on that budget. Additionally, we would remove some equipment repair money that was in the emergency management budget, if you recall, underneath the go for funds that we receive, the \$6,000 we were able to escalate some of those projects. So we felt comfortable with that cut that left us. A delta of \$48,000 that I informed the Administrator that we would not be able to cover within the Fire Department budget if we were forced to deal with that. That cut would have been devastating. We would have had to search out the potential for basically a reduction in force or those types of events. The biggest delta in there was the \$67,000 for the replacement payment for the 2008 Pierce. As you're aware of, last year we had a presentation that was done to the Board of Selectmen and talked about the needed escalation replacement of that truck due to the condition of the frame and the deterioration of that truck. The Administrator, Town Administrator looked at the operating budget and he has proposed the following adjustments to my list. He has proposed moving \$67,200 into the Fire Department budget. In that transfer, we come from accrued time contingency so that some money coming into the budget from outside the Fire Department budget because we will not be able to cover those costs. Additionally, the following programs will not be completed; We will not move forward with the training and education of the administration. That's basically any conference activities that the fire chief's office would take place. We additionally would not move forward with the \$11,000 training and education software package that the Board of Selectmen that was the only outside the budget request that the Board had authorized for next year, we additionally will not be will have some minor. It impacts also where we will not have a phone system upgrade at the cost of \$8,762. And we will defer, unfortunately, PC replacement in the Fire Department for an additional year. We will only purchase three PCs next year instead of the full five. So we're deferring some. Those cost one percent of our budget is very impactful, as you're aware, each and every year we try to come in at zero two years ago, the Board of Selectmen allowed us some growth and told us to come in at 2.5 percent. And those gains that we made during that budget process will now be removed because of the shortfall. That will be any growth that we had those couple of years. So certainly willing to answer any questions you may have, but that is the budget outlook from the Fire Department through the default.

Selectman Morin was recognized and asked, if you're going to have to remove personnel, where were you going to do that from? If we are forced to look at personnel costs? Chief Buxton replied, I will not remove from the emergency operations side of the business. I will be forced to look at the Inspection Services division. They service me one second, that division covers approximately 3,000 permits a year and consistently does. Over the last three years. The average is approximately 3,200 inspections in town. So that would be a direct impact to the community that we will not be able to service permitting activity as fast as we do now. Selectman Morin said, so between that and the NRPC thing, that would put us in a world of hurt. Chief Buxton responded, that will be very impactful

in that one area. Selectman Morin then said, the training that you're cutting out, what does that involve? Chief Buxton responded saying, so the training to the fire administration, that is for national conferences, if I was to attend. One of the pieces that I would remind everybody as we sit here today, it's \$3,000 in total. And right now we're unclear as to what that venue actually even looks like moving into the 2022 budget, because of ovid-19, the bulk of the conferences for the year have been postponed. So that was a reasonable request of the administrator to remove that money. Selectman Morin then asked, the software you were discussing? Chief Buxton replied, yup the software was a training and safety program to provide opportunities for our firefighters to receive training programs virtually and to attract them nationally. So we would be actually be able to put up programs and somebody in California would be able to grab our program and take it to their Fire Department. And we would have a library to basically go to and bring specialty trainings into the organization. Additionally, that would replace our platform for our training records retention, and that was the cost of that program. Selectman Morin then asked, and with that training, your plan was to keep the companies in their respective stations instead of everybody coming to Central, which delays response times. And now we can't do that, correct? Chief Buxton replied, correct. We will move forward with phase one, which will be the camera piece, but the online training portion will now be delayed. Selectman Morin said, I'm all set, sir.

Chairman Coutu said, I just want to ask Chief Avery, you don't have to get up. I hope that well, I'm sure you're doing it. But just as a friendly reminder, both Chiefs, I'm sure that you have staff assigned to research as many grants as we can apply for. And hopefully there'll be some generosity from the feds this year and granting additional monies and we might be able to cover some of these things. Thank you, Chief Buxton. We appreciate it, sir. He then asked Jess Forrence, DPW Director and Lisa Nute, IT Director, to come forward. He then said, Selectman Morin the floor is yours. Selectman Morin replied, thank you sir. He then said Jess if you just want to start where you're being cut and what you're cutting I'd appreciate that. Mr. Forrence started saying, well, first, I want to say public works doesn't deal with anybody either shooting back or are accidents or fire or anything like that. But some of the stuff we do is pretty important. One of the big losses that we had was in our guardrail account. That's something we need to keep up with and stay on top of, which is a concern with us. When Steve first brought it forward, when we had our first meeting, he said, you're going to have to find the money in your budget someplace. And I said, man, I can't take away from safety or public safety and for the guys or for the people out there. So I started looking at things and unfortunately, first site was Parks Department. And the hits that that thing took was the mulch, the mulch that we use at the playground in Bensons and in some of the other playgrounds. It's not regular mulch. Its bark chip they call it. To soften the blow when kids fall off of this that you know the thing. Selectman Morin said close Benson's bathroom. Not only we close that, but we save on water, sewer, and electricity. I'd put in a couple more porta potties in there and we'd make that do. The other thing in parks would be the flowers that you end up seeing, especially in the fall when all those get out and they look pretty with the scarecrows and everything else with them. That would be one of the things that we'd look at doing away with. So putting it together, there's a couple of things that that really would impact us. And I would like to go through with some of the other stuff, but that's the stuff that we do that hurts everybody. You know, some of the monuments or all the monuments, we would continue with all the flagpoles that have lights on them for the American flag we would continue with. It's just the little things that aren't really essential, but nice to have.

Selectman Morin then asked, what about road paving? Mr. Forrence replied, that's a line I went down with Steve and said, you know, this could happen if the money was transferred out of that, there would be three streets that we wouldn't put top on. Top is the street was paved the last year or the year before we just have not come back and put to wear coat on. It wouldn't hurt anything for a year. We'd like to clean up everything shortly after we put the base down, but that would be one of the ways that we could make up the deficit. Selectman Morin then said, and what would be the effect on your schedule for street paving and being without the top coat for so long? How much damage is going to take place between now and then? We're going to have to repair it before we do the final paving. Mr. Forrence responded saying,

I don't think. Looking at the streets that we they're not a lot of traffic on them, you know, School Street up in that area, Oakwood, so forth. So there's not a lot of traffic. So I'm not really concerned with letting it set for a year, but it would have to be done shortly after that. And what you're going to do to your schedule, it won't affect the schedule. Not doing something almost kind of helps us a little bit to get caught up on everything we need to do with paving. You know, there's buried sewer covers, drain covers, water gates out there now that we have to raise. But if this is done, we're going to put the brakes on all that stuff. Plows and stuff don't like sewer cover, sticking up an inch and a half in the road when you go to plow. So they would stay down for another year, which is not a problem. Selectman Morin then said, I've heard porta potties twice for Bensons. And, you know, that's been quite the issue over the years. If we closed the bathroom and put porta potties in there, how are we going to save money? Mr. Forrence replied, we did the cost analysis on what would cost for Mary Maids to come in every day, which we have now, and what it costs to have a company comes in once a week and there's a good savings there. What is it? Do you know? Mr. Forrence replied, It's \$275.00 a week for Merry Maids That's a week for the bathrooms and I think to clean the porta potties is \$175.00 a month. So if we didn't put any porta potties in there, either we'd save even more. Mr. Forrence replied, yeah.

Selectman Morin then asked Mr. Forrence, Manpower? No effect? Mr. Forrence replied, no effect on manpower. We can make everything work there. We're in good shape with that. You know the maintenance side of things, we looked at that when we lost some of the money. We can make some of that work. Selectman Morin asked, how? What are you going to take from to make that work? Mr. Forrence replied, the proposal that I gave Steve would be funding the steel that we're out there, how much that has gone up. Go to True Value and buy a 2x4 or Home Depot to go up, a two by four, we're feeling the same thing that's some of the concern. The other thing is education. Everybody goes to the transfer station. Everybody loves the transfer station. For us to work there, you have to be certified by state of New Hampshire. And so you have to go through a class. We've had new employees that lately we have to send them through before they can work there. So that's part of this stuff. We still have new guys coming in. We have to do asbestos training. We have to get them up on what it takes to clean up asbestos area, what to look for that'll come out of there. That's all funding that was done away with, with the budget not being passed. So things in there we're looking to continue with. The other thing is the roadside mower. That was a big one. That was \$27,000. That was the other thing we're looking to do, putting it off for another year. That means the one we have sitting in the yard won't go out. It's just in that bad a shape. Selectman Morin said, so I'm going to go down to a real touchy subject. Did you lose money in your overtime? Mr. Forrence asked, did we did we lose any money? Selectman Morin replied yes. Mr. Forrence responded no. Selectman Morin said so for some of the stuff you're talking about, if we went back to one day a month at the dump, at the landfill, what's that going to save you? Mr. Forrence said, that would save us a lot, yes. What it costs, I want to say that transfer station on to on any big Saturday, I want to say six guys, I bet to be close to \$700.00 bucks a month if we went down to the one day. Selectman Morin said, one day I'm all set sir. Chairman Coutu said can I ask you, Mr. Forrence in your budget this year and if you don't have to answer, I'm sure the Town Administrator could oblige. We had a very mild winter this year. We were blessed, thank God. And last year wasn't too bad either, correct. In anticipating your budget for the next fiscal year, did you budget on the safe side or did you play it close because we've had mild winters. Mr. Forrence replied, we've kept it consistent, not just because we've had mild winters. It's what we've done to change things. Going with more salt that was budgeted through the one year last year, we had an extra \$10,000 brought in. We went to a calcium system. We've cut way back on sand. We did very good this year. So I think we'll be all right going forward. OK, I mean, I mean, if the mother of all storms come in all bets aside.

Chairman Coutu then said, one of the things that you addressed when you prefaced your remarks at the beginning of your remarks, you mentioned guardrails sir. The cost has increased significantly. Mr. Forrence agreed. Selectman Coutu went on to say can you tell me, do you feel that at present we have an adequate supply to carry us through this summer without having to buy more guardrails or you anticipate having to buy more guardrails? Mr. Forrence replied, we're already looking at stuff that needs to be replaced. You know, this year. We'll be out there before July 1st. So replacing more

stuff. Selectman Coutu interrupted Mr. Forrence saying so depending what our needs are you may or may not have sufficient monies in the budget for guardrails. Mr. Forrence replied, I'm telling you right now, we won't have sufficient money in it, but we will still do it. If we have to do it. Selectman Coutu said, we have to do it because we have a matter of public safety. We have to cut somewhere else we'll somewhere else. You have public safety on your end. You work very closely with both the Police and Fire. Want to make sure that public safety needs are assured. I need assurance. We need assurance from our Department Heads that that will absolutely be top priority.

Selectman Morin was recognized and asked, the money for the guardrails, where you gonna get that? Mr. Forrence replied, we'll find it. Selectman Morin asked from where? Selectman Coutu Selectman Coutu said, paving. Mr. Forrence replied, you know that's the big bucket out there. This goes back as far as talking to Brox. They were just awarded the contract. You tell them you have a certain amount of money that we're going to work with and then you look at it and the number we're looking for is about \$54,000 and go back to Brox and say, hey, you know, we're going to back out, you know, \$54,000. They look at you, but they understand, you know, so that's why they're so great to work with you. You take another contractor and say, hey, you know, you're going to lose \$50,000 dollars out of this contract. Who knows? Selectman Morin then asked about the bridge that was supposed to get engineered with what's that do to us? Mr. Forrence replied well, if you ask public works, this past winter, we hit the joint that they're looking to take care of. If you're talking about the river bridge or if you're talking to Lowell Road. Selectman Morin replied Lowell Road. Mr. Forrence replied, Lowell Road won't affect me, I don't believe I was not under the bridge looking at it walking. That was Elvis, you know, he wants to get it done. But that's not something that I follow very closely. Selectman Morin then said the river, the river bridge, that's going to cost a lot more money. The Town Administrator was recognized and said, the bridge that you're referring to was there was a design budget put in for that. So there's no work for Mr. Forrence. It was all design. I'll raise this because we don't know the answer yet, but we'll find out there's money going to be coming to the Town of Hudson through the federal government that may cover some of these infrastructure things such as that bridge. That maybe quite possible we can use that several million dollars towards this project. But right now, we don't have enough information to tell us that we can or can't. We're not supposed to supplant things, in other words. But I think something like that may and I say may qualify because that's clearly an infrastructure type of project that I think this money is sort of targeted to, my understanding. So that may be something we can accomplish through that grant money now. Selectman Morin said and I appreciate that. But we just got to get out there that there is a bad side of this default budget and that, you know, in the past we've always just covered it a budget as a default budget. We should be making the cuts to meet that. Selectman Roy had her hand up.

Selectman Roy said I was just going to ask Mr. Malizia, is that the infrastructure bill that's gone before Congress? The Town Administrator replied, no, no. This is money that's already been allocated to the various states and then in turn to the various towns. We're waiting to get direction on how we may spend that, in other words, will be federal directives. You can do this. You can't do that. We have not got that yet. But we know that there's a pot of money out there.

Selectman McGrath was recognized and said, I have a question about the upcoming negotiations about the trash pickup. We haven't started those yet, have we know? Mr. Forrence replied, no we haven't, no. Selectman McGrath then asked, and is it anticipated that that's going to be a significant increase? Mr. Forrence replied yes. Selectman McGrath then said, ok, so we need to be aware of that. The residents need to be aware of that. And if we're in another default budget next year, we may not be able to afford trash pickup. Mr. Forrence replied Correct.

The Town Administrator said if I may, Fiscal 22 is still under this contract. It has an escalator clause that has all been factored into the default that it will be going into July 1st we will be okay. It's the subsequent year that we have to negotiate that will have the question. Selectman McGrath said, I Just wanted to point out that if we end up in another default budget next year, trash pickup may have to be affected. Mr. Forrence replied, bring it to the transfer station. Selectman McGrath said, just wanted to point that out because, you know, people need to think about those things. And, you know,

our first responders, they need the equipment that they know that we budgeted for. And when you when you go back to a default budget and you have to start cutting things, it's the essential things that you're cutting. It's not the, you know, the shiny objects somewhere else in the budget. It's the necessities. And that's the reality of it.

Mr. Forrence said the reality and I hate to say it this way, but Santa Claus show up the common wood in a fire truck, throws a switch and the lights don't go on, you know, I mean, that's reality. And that hurts. But there was a couple other things in the public works budget. Lisa (Nute) can explain it a little bit better than I do. My VCR at home is still blinking, so I'll give it to her.

Lisa Nute, IT Director started off saying, Mr. Chairman. The I.T. Corps, the IT department area has a deficit of \$12, starting July 1. One of the things that was affected with this have been security because it included some new penetration testing. I was trying to get in three different tests and internal network, external network in our Wi-Fi MRI had recommended this be done on an annual basis instead of you know, it's been and it's been a couple of years. So I'd like to try to get at least one of those done. To do that, I will need to forego PC replacements in the Town Clerk's office, Assessing, Land Use, elsewhere in town hall. What this does is pushes our replacement cycle out a whole nother year for most departments. And, you know, the older the equipment gets, the more then we're responding, the more downtime there is for the employee, therefore affecting service. It's mostly soft cost, you know, that people don't really see behind the scenes, but that's how it gets affected. We had a new contract going in the landfill for Internet connection there. We wanted to get the coupons out there. We wanted to get phone for the Police firing range out there. That contract does need to be paid. So to offset that, again, it's going to be PC replacements that get pushed aside in both Police and Fire pushing the cycle from five to six year replacements. We had a new time clock, as you know, in town hall that was not previously budgeted. So that was another new project that we lost the money for, did reach out to the vendor. And we have since unplugged that equipment on our end. They did so on the other end and we agreed it would sit idle for the year until we can pick back up on that lease and monthly payment. Chairman Coutu asked the time clock will be offset by paving? Ms. Nute replied that would be the time clock that is in the DPW. That one is crucial because it affects their way of doing payroll, which is very complicated. So that one is a really important one that we keep running. They've already been using that. So again, to offset that, no PC replacements at all in that department. If it comes down toward the end of the year where we just it's like we have to do PC's because we're having that many that are old, you know, as it was, I'm using some very old equipment for our home users because we had to double up a lot of equipment in Covid so that people can alternate between home and here in our Town facilities. So we already had taken stuff that was slated for auction and put it back online. So, you know, we definitely have to catch up. Next year. You're going to see a much bigger account for PC replacements, but that's one of the few places we can we can pull from that and I'll forgo some training for our staff once the subscription goes by the wayside. We do a lot of online training to keep up to date. Things like that is where we're going to have to what we'll have to forego. And then the last thing I don't think the Fire Chief mentioned was I had intended to upgrade all their desk phones with more modern technology. They have some of the oldest phones. He did mention that I didn't hear them. So that will be postponed for a year as well.

Selectman Morin was recognized and said with the PC's what are you looking for, a price increase by the time we get around to buying more than we should have had to? Ms. Nute replied Um. It's probably going to be well, it's probably going to be about, \$15,000 that were PC replacements that were doing away with this year, not including, you know, the new upgrades or new projects on the phone etc. Selectman Morin asked and how many do you have to catch up with? You've got to do this year plus next year. So how many total do you know? Ms. Nute replied, you know, I didn't bring my PC inventory with me here. Oh, probably, um, you know, 20, maybe 20 systems. In addition, you know, in addition to our usual 40.

Selectman Morin asked without giving too much away, what's the security going to do to us? The IT Director responded saying like I said, I'm going to do everything I can to find the money for at least one of those penetration testing, because that one's been a little bit you know, I can tell you that I think we're doing a terrific job. But until you get an outside person and you really need to do that, you

know, the things that we may not be seeing, you get somebody in there who is security and they, you know, try to hack us and do this and that. It's really important to know where we are and find any weaknesses that we just might be overlooking or we're not even aware of. But personally, I feel we're doing pretty good in our previous penetration tests have been, um, have been very good, actually. You know, it's good it's good to do and good to know. Selectman Morin asked, what is the cost of that? Ms. Nute replied each one is just over \$4,000. So I had budgeted just over \$12,000 to do all three. \$12,313. Selectman Morin asked and if you're going to find the money where you're going to find that from, you said PC's? Ms. Nute replied PC's and training. Selectman Morin asked and what's the training you losing? Ms. Nute replied once the subscription goes by the wayside, you know, comes to an end, I won't renew that. I'll try to, you know, as soon as the next July comes, I hope to get right back on it. So we'll do OK until I can re-subscribe.

Chairman Coutu asked, any other questions for Mr. Forrence or Ms. Nute?

Selectman Roy was recognized and said, um, what subscription for training? Can you explain that a little bit more? I don't know that I understand what you're talking about. Ms. Nute explained, there's a number of online training subscriptions. They specifically deal with technical training or on the user side of, you know, office or things like that. I generally don't do that. I'm talking about my own team. Things like every time we upgrade Server 2019 as the latest we're using right now, you know, my staff will go take these online trainings to see the differences to, you know, know how to configure. We've got a big project coming in SharePoint, which we purchased during with Covid funding. That's a huge project that I'm educating myself on right now with these online trainings. And one of my staff members who is here tonight also took some of that SharePoint training so that we know how to configure this, how to do it right the first time, and then we have to train all our users. So we'll kind of be training ourselves. And hopefully I can do a lot of that in-house is a way to, you know, compensate losing actual online training for our users.

Chairman Coutu said, Ms. Nute, I just want to highlight the importance of Internet security. I don't know if people have been watching the news of late. Again today, there was a story about Haverhill High School in Haverhill, Massachusetts, being hacked. And these are very sophisticated users and hackers from overseas who are trying to get into our municipal governments, school systems and various hospital networks and the like. Mrs. Nute, I did not forget the communication we had between us relative to a recent incident and how you had to utilize an outside source. He's an advisor, I understand, to your department. And can you give without going into great amount of detail what transpired and how, because when you say I feel very secure after having heard that story, I feel a lot more secure than I did four years ago when we had a major incident that shut our entire system down. If you recall. Ms. Nute responded saying, I will tell you, we have learned a lot since then and have, you know, done everything in our power that we possibly believe we can, you know, bouncing funds, et cetera, but it's a matter of, you know, when will that happen? I can't stop everything and I can't stop a user from inviting something in through email, et cetera. But we do our due diligence and we do the best we can with educating our users, with providing different layers. But Microsoft was affected most recently and in a lot of their packages, a lot of their applications, including their email that did affect us. It affected globally small and medium sized business businesses who mostly use in, you know, on premise exchange and absolutely. Government agencies. You know, we are the typical ones who use that. And we were able to use our consultant because we were at the latest version and just had him, you know, working with us. So he contacted us right away to make sure we saw that Microsoft had just released this news and worked with one of my IT specialists, Vin, very late at night and got our servers up and updated and patched immediately. When it came out a couple of days later or a day later, Microsoft then released, you know, tools to make sure that you think you're patched, but if you know, if they had already come in before, you're still not going to know. So running those tools, we, you know, verified we were, in fact, clean. So kudos to my IT specialist, Vin Guarino, who, with the help of our consultant, really thwarted something that could have really set us back time-wise and taken us down for, you know, until we could restore and rebuild. I mean, we definitely would have done that, but it would have been a tedious project that, you know, would have put all of us offline for a bit. So very grateful that, you know, he was there working

for us. And we went unscathed this time. But it's, like I said, it's been at least of 40 to 50 percent increase. And in cyber security issues since Covid alone, for government agencies, schools, medical in particular, they know that, you know, we generally have the lower budgets and, you know, less staff to do things. So it is very important. Thank you for recognizing that and for all of you doing your due diligence with your email.

Seeing no further questions for Mr. Forrence or Ms. Nute Chairman Coutu thanked them for their time. He then invited Jim Michaud, Town Assessor and Chrissy Peterson, Recreation Director forward. He then said, as was explained earlier, just let us know what the impact of the default budget will have on your departments and how you plan on adjusting accordingly. Mr. Michaud, we'll start with you.

Mr. Michaud starting saying, good evening Board members, the default budget totals about \$773,000. 38% of that amount was actually for items in the Assessing budget. We were lucky to identify through NHMA legal counsel, as well as our counsel, that the money that was in the budget for the reevaluation, we can actually take from the capital reserve account. And that's item one in my memo. That was very significant. The second item that we dealt with in terms of the list of default items is the replacement of

The second item was the replacement of the mass appraisal software, Lisa Nute and I went over this with the Board of Selectmen in the fall, the necessity of replacing this 20 year old plus software, we were partially able to find funding for that within the current fiscal year by also taking from that property reevaluation fund, a good chunk of the existing cyclical data collection contract. We do still have a shortfall in that for this current fiscal year if we were able to do that. The third item that we looked at was funding for specialty property appraisal for the Hudson Logistics Center. If it comes to fruition. In talking with Steve Malizia, he did identify that I was looking at a multiyear contract and that \$35,000 where we would only be paying one year at a time. He opined that, you know, if we had an appraisal for one year, for ten to twelve thousand dollars for 2022, we might be able to find that within the legal budget. Specifically, there's a defense of appraisal value portion of the legal budget. So that's how we looked at on the default budget side, how we're going to be able to try to accomplish the necessities. And the reevaluation really was the number one thing re-evaluation and the mass appraisal software.

Seeing no further questions for the Assessor, Chairman Coutu moved on to the recreation budget. He started by saying, Chrissy, do you see any avenues within your budget that you're going to have to adjust for? And if so, please let us know what they are. Ms. Peterson replied, sure. So the difference between the two budgets for the Rec department would be \$13,378. \$12,000 of that was planned to redo the ceiling tiles here in the community center so that just, you know, would be taken off the agenda, leaving me \$1,378, which would be going towards the tennis program that I'd like to keep going. So I would most likely remove that money, move that from lacrosse over to tennis, and that would outweigh the two. Selectman Morin asked, if you're moving the money from lacrosse you just don't have any participants' or? Ms. Peterson said, we do, we usually have money left over in lacrosse each year as well as soccer. So I just want to just make a small adjustment for that, if that's OK. Seeing no further comments for Ms. Peterson, Chairman Coutu thanked her for her update.

Chairman Coutu asked, Mr. Malizia, a comment was made relative To Mr. Michaud talked about the funds that we have in legal for defense on assessments. I've noticed of late, especially this past year, he's been able he and his team have been able to Settle without having to go through all kinds of arbitration, a lengthy legal scenario in order to satisfy their request vis a vis what Our tax assessment was for the property. Is that fund fairly stable fiscal year to fiscal year? The Town Administrator replied, we've been we've typically budgeted the same amount from fiscal year, fiscal year. We've used a little bit recently because I believe we have the PSNH appeals, but typically we put that money in as I use the term legal contingency, depending on what we get hit with. So it's been a consistent budget there. And it looked like an opportunity to me based on what we've done, that we would have some money there, too, if need be appraised or assessed, the potential Hudson Logistics Center if it comes to fruition.

The Town Administrator went on to say, I want to point out a couple more things that would kind of fall outside of these major departments, if you looked at the Town Clerk/Tax Collector, because we have a different individual in the position, the salary and benefit delta. In other words, we're saving money. It's about \$20,900. There's no action needed there because one person replaced another. Budget Committee when they did their deliberations after the budget left the Board of Selectmen, they budgeted, and they put in \$7,000 for laptops. Didn't pass the budget, so therefore, they'll probably be without laptops. So I just wanted to point that out that that's something that came out of the budget.

Selectman Morin was recognized and said where we're taking out this money from these different accounts and everything, because we have to make up these funds instead of finding it all the places that are already in the budget. What's that going to do to us in the future and how far is that going to put us back? Because we have to use it when we weren't expecting to. The Town Administrator replied, well, it's a bottom line budget, and every year you evaluate where you want to put the money. I don't know what next year's default budget is going to look like I mean, we certainly cover all the labor and all of that sort of stuff. So from a personal perspective, but, yeah, it's going to be probably a challenging budget season next year because you're really going to have to scrub things and say, hey, where are we going to have to make things up? Because we had a default budget this year, it might not necessarily be in next year's default budget. So this Board's going to have quite an effort, I believe, in the non-labor part of the budget. Remember the labors covered with a lot of the labor contracts and I believe we're in decent shape there. It's the stuff that that this Board added, the Budget Committee added, that typically are operational, not labor. So you can have some challenges, frankly.

Selectman Morin then said, Ok, so what I heard tonight, I heard we're going to run short on police officers on shifts. We're not going to get portable radios. Chief said his was pretty old, no radars. And as we heard tonight from our residents, traffic's a big situation and radar controls that. A lot. Tires, preventative maintenance, maybe an issue later on software for training. We got a whole list of things we're not going to make up in our budget for what we've lost. But there are things that we can do without to cover some of this. And I think we should take a look at that. I don't want the Department Heads coming in and feeling that they must cut stuff, but I know there's some stuff in the budget, especially working here all the years I did, that there is some stuff that can really be moved. And we've talked about some of it tonight. And I would like to at least look at that if we cut out twenty-thirty thousand dollars, that's twenty- thirty thousand dollars we can put somewhere else.

Chairman Coutu then said, depending on our workload if need be we will have a workshop to go over this or you can try to go through this with another fine tooth comb. There's only so much we can scrape. We're at the bottom of the barrel now. We're going to have to make sure, what did you say, almost at \$300,000 still in the hole? Mr. Malizia replied, I will tell you there's nowhere to manufacture that \$280,000 that's gone. I don't see how you're going to do it. The only possible piece, I think maybe the 50K that if we get money, if the federal government allows that sort of project to follow that 50K, you could potentially do that. But the rest of it is simply dropped out of the budget. I don't see how we're going to make that up. The Chairman said, I'm going to send Selectman Morin out there and sell some marriage licenses. The Town Administrator said, you can you can certainly add all the revenue you want, but that doesn't increase your competition. Unfortunately, that's what we're at with the appropriation. The Chairman said so short of making cuts, deliberate cuts in order to save money for priority items, priority being number one, public safety, we're going to have to look at where we can cut it. We can sit down. That's what this what this was going to be very difficult. Mr. Malizia said, this was an honest attempt to do that. The Chairman said, I know. I know you've been through it. And departments are telling us they've already made cuts.

Selectman Morin said, let me ask the question. Go ahead again. Do we need bark mulch? Do we need flowers? Do we need paving for a whole year? Right. Do we do we need to do to dump days? We've been told that we need to hold the line, so we got to hold the line. The Chairman replied all

right. Well, that will definitely come up at another meeting probably sooner rather than later. Any further discussion on the default budget?

Selectman Gagnon was recognized and said, as a new member here? This might be a little out of left field, but just listening to all this and trying to learn the only creative thought I had is, as Mr. Malizia said, revenues. Could we entice revenues that may have been anticipated for next fiscal year this year? Let me give an example. Like, you know, can we say we'll give you a 10% discount on your car registration if you pay it this year in advance? Is there any creative ways like that of working? Selectman Roy said, an appropriation that they tell you what you can spend, regardless of the revenues you take in, that's what you can spend in that particular line. Selectman Gagnon then responded Ok, understood. Thank you. Selectman Roy said so it really got nothing to do with revenue growth. The Town Administrator said this is our bottom line. The Chairman said you can't spend this year what you want to spend next year. Everything stays within the boundaries of the fiscal calendar. You can't say we'll cover that next year with this. That all goes into general revenue and it starts all over for the new year. Selectman Gagnon thanked the group for the explanation. Seeing no further questions, the Chairman moved on to the next new business item.

E. Revenues and Expenditures

The Town Administrator explained, so we are through the month of March, which is basically three quarters of the year. 75%. And as you can clearly look at, you can see the various budgets. We are in very decent shape. As I've repeatedly said before, we encumber money for certain contracts like trash, which those percentage off the bottom line. Looking at the budget, it appears that, you know, we are where we should be from, from an expenditure perspective, from a revenue perspective. We continue to do very well with automobiles. If you looked at it from a linear fashion, we should be at 35%. We're at 83% of our budget. I would expect us to go over the budget by maybe \$500,000-\$600,000. That revenue cannot be spent. It goes to the bottom line. It potentially could be used to offset taxes, increase our fund balance percentage or appropriate in the future year for some project. So automobiles continue to be strong, which helps to make up for the lack of interest. We very anemic interest this year. We're not making very much that like. But bottom line revenue looks to be in decent shape also. And that's what all these charts and figures represent.

The Chairman asked, have you been able to ascertain, there was a question about the interest earned on investments and there were some months missing. Has that ever been caught up? The Town Administrator replied, those have been caught up. It's just a very anemic interest environment right now. We are not making very much because we are very restricted as to what we can invest in its general taxpayer money. It is not capital, it is not, pardon me, Trustee money. They have a lot more leeway, latitude. We have to be very conservative pro law as to what we invest in and those investments are not doing very well.

F. Appoint of Board of Selectmen Liaison Assignments

The Chairman said, assignments for liaison and committee assignments. They were handed out this evening. I think Jill put a copy in front of everybody. I'm going to suggest to everyone that at the end of each meeting, we have a remarks are the remarks by the Board of Selectmen. And if you represent a department and you feel that something need be said, if you're a department head is not in that particular evening for something, please advise us. If you're attending a committee meeting and you feel that there's a matter that should be of interest to the Board and you want to bring to our attention, please bring it to us in your remarks. If there's an item you feel that you that the Board should be discussing, please notify me either through Jill or the Town Administrator that you would like me to consider adding it to as an agenda item for the next meeting. Please let us know and we'll do our best to accommodate everyone.

10. REMARKS BY THE SCHOOL BOARD -Mr. Gasdia was recognized and said, yes, thank you very much. So the big news from the school is earlier this month, as many are aware, the governor issued an executive order that said all schools must offer five day in-person education effective April 19th. So we've met over the past two weeks. Last one was last night and we do have a plan. So all of our students will have the opportunity to have five day in-person learning beginning next Monday for our elementary schools. Nothing has really changed. They've been in five days since September for our middle school. They'll be moving from a hybrid, which was every other day to five days. So it's basically exactly like it was prior to Covid with the exception of obviously masks and shields and at the high school. It's sort of a model where there will be cameras, there'll be the ability to zoom into the classrooms on every day. So we will keep the every other day cohort. The students will be expected to go in on the days they've been going in and on the days that they typically had an independent day. They have the choice to either stay at home and spend the day on Zoom watching the class live, or they can go in one of the and finally the RLJ, the remote learning students. Everything will stay the same. They can remain remote. Comment that has come up is how are you going to social distance with all of this? And according to the governor, that's a recommendation and guideline and his executive order trumps that. So in the classroom, we will pretty much be social distancing, but especially on inclement days, things like the cafe and buses and things like that, we will do our best, but there will be times when the kids will be less than three feet. But if you watch the meeting last night, everyone within the district did a really nice job. I think it's the schools are safe. There's plenty of protocols in place. And, you know, I think we did a lot to really do well. And I really want to thank you know, Chief Buxton and the town for the support getting all of the teachers vaccinated, because if that was not done, I don't know how we possibly would have done this and felt good about it.

Mr. Gasdia went on to say and then one thing, Mr. Chairman, if you allow me a little bit of latitude to stay out of my lane, you know, as a resident, I just want to thank the department heads, Mr. Malizia and all of you for the amazing job you're doing with that default budget. You know, when you say a no, it's just a no. But it was pretty sobering listening to each Department Head come up here and talk about all of the things that they're going to cut. And then we still have a long way to go. And so I know it's not easy and, you know, just my own personal thing. Thank you for all the work you've done with that.

The Chairman said, And I want to take this opportunity to express to you, Chairman Gasdia, that We are favorably impressed and I can't speak more to it than could Selectwoman Roy and Selectman Morin of the unification that all of this has brought about between the Town side and the School side. We are one town. We will work together and we will continue with the progress that we've made. I will have, as I discussed with you, I will be bringing up this evening in general terms what you and I have discussed and where we'd like to go

11. REMARKS BY THE TOWN ADMINISTRATOR - Just a couple of quick things. I just want to say. We know there's a rabies clinic this Saturday starting at nine a.m. at the Hudson Animal Control Facility, 6 Constitution Drive. If you're interested, please see the webpage for details. I'd also note that the first shipment of LED streetlights has been received about 275 street light heads. We're going to be replacing all the overhead street lights with LEDs. So that installation should be starting very soon. Just if you see the folks out and about, that's what the project is.

12. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Gagnon - Two quick things I'd like to do. A shout out to a nice woman I met by the name of Sue. She was doing some street trash cleanup this past Saturday. I just stopped by to thank her. It

was a nice gesture during that conversation. I also want to give a shout to Corey Bouton, who picked up over 20 trash bags on one of his local roads and then subsequently a thank you to Jess Florence for quickly sending one of his guys to pick all those trash bags up on the side of the road. So really good efforts by our residents. I really appreciate it. Thank you. That's all I have, Mr. Chairman.

Selectman Morin- all set tonight, thank you.

Selectman Roy - So I just have one thing. So I'm going to preface my comments here with I appreciate all the volunteers that give the time to this town. However, it's come to my attention that at the Planning Board meeting on April 7th, that did not seem to hold Mr. Ulery's full attention. Instead, he was looking at his phone and posting on Facebook. When challenged by one citizen, he responded, I can chew gum and walk. This is not about being able to walk and chew gum at the same time. It is about having respect for the forum you're in and about respect, having respect to the citizens you represent when you're sitting on that dais, if you don't have the ability or the desire to focus on the issue before you, then you should consider ceding your position. Mr. Chairman, that's all I have.

Selectman McGrath - I guess I'd like to comment on Selectman Roy's comment that she just made. I, too, got that email and I forwarded it off to Mr. Malzia and requested a legal opinion. And once that came, I forwarded that to the Chairman of the Planning Board and the Vice Chairman of the Planning Board. So I think we'll be having a conversation at the Planning Board level about use of cell phones in general, in meetings, because I'm from the old school. Mine is put away. It's shut off. If somebody is trying to reach me, they're going to have to wait until I get home. And I just think that it's impolite at best. And I think that it's probably open to other actions that that can be taken. So that's one comment in response to you.

And the other comment that I'd like to make is about the default budget. As most of you know, I wasn't here for part of the year and part of the budget review process, but had I been, I would have done the same thing that I did every other year. And that's what the department heads do and go through the budget line by line, item by item, looking at past practice, past expenditures and what they're requesting now. And if there's a change in it, I question that. And I think that that's the same. I can say I think safely for the rest of the Board that they do the same thing.

We don't take the budgets lightly, nor do the Department Heads take the budgets lightly. They work within the confines that we provide them. A couple of years ago, we were able to go up to two and a half percent. This year it was a zero percent increase in the budgets. The Department Heads didn't complain. They did what we asked them to do, and they came in with the budgets that they were requested to present to us. Sadly, the voters decided that we weren't strict enough or that we weren't we didn't, I guess expect enough, and that's sad, that's sad to me, because everybody and I'm not talking about this Board, although it applies to us too, I believe, but especially the Department Heads, that they didn't work hard enough and they don't work hard enough for the residents of this town. And I can tell you that over the last several years as a member of the Board of Selectmen, I have seen nothing but hard work from our Department Heads, from our employees. They all deserve our respect and our appreciation. And I think it's it was insulting that that they voted not to approve the budget at a zero percent increase from the previous year. And that's what us to live with. I just think it's sad. So those are my comments.

Chairman Coutu - Thank you Selectman. Appreciate it Just a couple of items, Recreation Director still? Maybe in a back room. I don't need her to come out. I just want to say the citizens, the seniors in Town who are members of the Senior Center were pleasantly surprised the recreation director, personally delivered packages of food to seniors who are members of the Senior Center. And the packages were provided by DCU, the local branch here in Hudson. And Chrissy took it upon herself to go out in her car. She may have had some help, but when I saw you, you were alone in the car and you were carrying these big trucks full of food, two of them for household, and they were huge

totes. So I want to thank you and I also want to thank you For the Creation of a new program, which is going to be the girls' lacrosse clinic. And it's going to be coached by Hudson's very own Officer, Jason Downey, Jr. I think every kid in Town knows who Officer Downey is. The days will be Wednesday at five thirty pm beginning mid-May. The registration fee is \$30.00. It's not due until the registration closes. This is for grades 3-6. The location of the activity will be at Hills Garrison Field. And they can get a hold of you, but I can go online and register. OK, so you can go on Line Hudson Recreation Department and you can register. So thank you very much for that question. On behalf of the citizens of Hudson seniors in Hudson thank you. And a shout out for delivering those food packages to our seniors.

I received a letter from Bob Everett. Bob Squadron Forty eight, the Hudson Post, American Legion. Bob and I have been on a phone and talking about whether or not we We're going to have a Memorial Day festivities for Hudson this year. So this letter was said to me on behalf of the Post Commander, Dave Mayopolis, and it has been decided that It would, it's unfortunate, but they've had to cancel their band, the American Legion band, because they haven't had much opportunity to practice the Alvrine band, the JROTC, because there's just been so much going on and there have been a lot of restrictions placed on marching and the like. However, there is going to be some activity. We're almost there. We're getting into the final stages on May 15th. If you remember the Field of Flags at Library Park where the gazebo is. We have a field of flags honoring veterans and that will be they will beginning to set up on the 15th of May the field of honor. And if it rains, it'll be the 16th of May with all the flags will be placed again this year. And to your knowledge, Selectman Morin, are they accepting applications for more flags? Anyone who wishes to have honor a veteran could be a family member or a friend. I know I have one from my dad. So that's just an example. If you have a brother or a father, aunt or uncle who served in the military and you can provide the American Legion with the information, you can purchase a flag and it goes up year after year. I guess Memorial Day itself, we're not going to have a parade this year. So on May 31, yes, we are going to have a Memorial Day ceremony at Library Park where we always hold it. We'll have speakers. This is the letter from Bob, they will have speakers, the Legion Band, maybe the firing squad. It'll be open to the public at 2:00 p.m. And if it rains, the ceremony will be moved to the Legion and they do a little dedication ceremony out in front of the American Legion. They won't be holding anything at Library Park. So the request that has been made from the American Legion is and if the Board would seed and we can do this by consensus, they would like to have the fire department set up the large flag that they normally set up every year And Have the Police and Fire Department honor guard if they are available to come to the Memorial Day ceremony. And then depending on the turnout on Library Street to Highland Street to Ferry Street, they know that the area is going to be impacted. We have a lot of people on foot who will be walking. They may need to have somebody out there or a couple of police squad cars placed out there to make sure that the public is safe. Is there any problem with doing that as a consensus to allow them to do that? Seeing a consensus, the Chairman said, thank you very much.

With that said, last but not least, School Committee chair Gary Gasdia and I had an opportunity to go out to lunch. He contacted me and we had a very good discussion relative to working together more closely than we ever have. And one of the things that Gary had suggested and he submitted to me is a joint meeting, we should have a joint meeting between the School Board and the Board of Selectmen, see how I can roll out school board without having to say school committee. And I can't even pronounce what we are here. So you've trained me well, Gary. So we're going to have a joint meeting. We would like to have a joint meeting. He laid out an agenda. I think it's a little on the school side, but heavy on the School side. So what I'm going to do Jill is I'm going to give this to you. And if you would make a copy for each board member and we will put it in their box and then you can peruse it and we'll put it on the agenda for the next meeting to see if anybody has any recommendations other than what's here. And so he's laid out a pretty good timeline. And a lot that we have in common is that both sides use public safety. So Fire Police are heavily involved in both the Town side and the School side. And between Selectman Moran and Selectman Roy, they've done an outstanding job the past two years and cementing the relationship with the administrative staff and the school department. And we want to keep that moving in a more positive direction. And

the purpose of the meeting, I think that what Gary and I have had many, many discussions over the past couple of years. And I think the thing that we want to achieve is that we want to have a thorough understanding of what each other's needs are and whether or not we can accommodate the school side and our side. Or do we help them one year? They help us the next, and we try to budget things out accordingly. And so there's a lot of discussion that's to be had. So I asked Gary yesterday if he would mind my bringing it out in general terms with you. And he's going to do the same thing next Monday evening with the school board. Correct. Anything you want to add, Gary?

Mr. Gasdia said, no, I just I think you outlined it fairly well. I think we've made a lot of strides over the past couple of years. And some of it, if we're being honest, is our nice ride. It's nice that Karen comes to our meeting. It's nice that we've had a school board member at your meeting and we've done some things behind the scenes. That's really good. But I think the silver lining of Covid is when push came to shove, we were. Together and got a lot of things that, frankly, if you ask me a year ago, could we have ever done them, I would have said no way. And we did them and we did them better than a lot of other towns in New Hampshire. And so I think we don't want to lose that momentum. So how can we find ways to come together, be more transparent to the town, be more transparent with each other and make it more than window dressing, make it actual actionable ways that we can work together? And, you know, I think we have the right Boards right now to do it. We'll see. And, you know, please look at that agenda. I'm going to ask the School Board the same thing. That's not a final agenda. That's a first draft. So if you don't like it and there's something a better way to approach it, that's great. It's the outcome that we want and it is working.

13. NONPUBLIC SESSION

The Town Administrator said, the Chairman will entertain a motion to go into non-public under RSA 91-A: 3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. (b) The hiring of any person as a public employee.

Motion by Selectman McGrath at 9:45 p.m., seconded by Selectman Gagnon, to go into non-public session. A roll call vote was taken. Carried 5-0.

Chairman Coutu entered Nonpublic Session at 9:45p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman Coutu entered open session at 10:12 p.m.

Selectman Morin made a motion, seconded by Selectman Gagnon to allow Jess Forrence to buyout 202.0925 hours of earned time. Carried 5-0.

Selectman McGrath made a motion, seconded by Selectman Morin to hire Connor Peterson as the Hudson Police Department Alvirne High School Student Maintenance Assistant with a total of 15 hours a week at a rate of \$10.30 per hour. Carried 5-0.

Selectman McGrath made a motion, seconded by Selectman Gagnon to hire Cindy Holton as the Hudson Recreation Department Women's League Softball Coordinator for the fee of \$600.00. Carried 5-0.

Selectman McGrath made a motion, seconded by Selectman Roy to hire David Foreman as the Hudson Recreation Department Men's League Softball Coordinator for the fee of \$600.00. Carried 5-0.

Selectman McGrath made a motion, seconded by Selectman Morin to hire Melina Shea for the position of Assistant Town Clerk/Tax Collector, at a rate of \$17.50 per hour, effective April 19, 2021. Carried 5-0.

Selectman Roy made a motion, seconded by Selectman McGrath to seal the nonpublic minutes of the March 23, 2021 Board of Selectmen meeting. Carried 5-0.

14. ADJOURNMENT

Motion to adjourn at 10:16 p.m. by Selectman Gagnon seconded by Selectman Roy. Carried 5-0.

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

Roger E. Coutu, Chairman

Marilyn E. McGrath, Vice-Chairman

David Morin, Selectman

Kara Roy, Selectman

Brett Gagnon, Selectman