

HUDSON, NH BOARD OF SELECTMEN

Minutes of the March 21, 2023 Meeting

1. **CALL TO ORDER** - by Chairman Roy the meeting of March 21, 2023 at 7:00pm in the Selectmen Meeting Room of Town Hall.
2. **PLEDGE OF ALLEGIANCE** - led by Mr. Thompson, Hudson resident
3. **ATTENDANCE**

Board of Selectmen: Marilyn McGrath, David Morin, Bob Guessferd, Kara Roy

Staff/Others: Steve Malizia, Town Administrator; Elvis Dhima, Town Engineer; Scott Tice, Fire Chief; Tad Dionne, Police Chief; Gary Gasdia, School Board Chair

4. **PUBLIC INPUT**

Heidi Jakoby, 94 Gowing Road

My name is Heidi Jakoby. I live at 94 Gowing Road. I want to begin to thank the Moderator, Mr. Inderbitzen, for protecting our citizens and our election process by postponing the election to Tuesday, March 28. Additionally, thank you to all the Town employees that help keep us safe throughout the storm and all this winter. To the Board of Selectmen, at your February 28, 2023 meeting you discussed the NRPC Transportation Improvement Plan and that they have a feasibility study for the Circumferential Highway on their plan, as well as the Circumferential Highway on their Ten-Year Plan, possibly. I just wanted to remind the Board that the comments made on February 22, 2022 meeting concerning the feasibility study of the Hudson Boulevard were that no money, not federal not state or local tax money, should be spent on such a study. That the citizens were really talking about all their tax money in regards to the state reviewing the Hudson Boulevard. And I just add this because the public has really requested a comprehensive study which would encompass the entire town and our infrastructure needs. The concern is that doing these smaller studies will not give us the information needed to create a comprehensive, long-term plan for the Town. Thank you for your time.

John Dubuc, 11 Eagle Drive

Good evening, Board members. John Dubuc, 11 Eagle Drive, Hudson, New Hampshire. Moving forward together. I think what I just stated is important for you, for me and all of Hudson. I've come before this Board and the Planning Board on many occasions. I always speak about items that are good for Hudson, protect Hudson, and try to make Hudson a place where my boys want to live and raise their families. There are times that I am not sure if you are hearing me. Most times there's no interaction with residents to speak. Don't be afraid to ask questions and ask for clarification. A healthy dialogue is good for everyone. We need to not let this happen to any resident that takes the time to prepare, takes the time to attend the meeting, takes the time to speak, and takes the time to try to make a difference in Hudson. You are the only forum that residents can speak freely about anything and we should feel welcomed and invited to speak freely. I have spoken often at the Planning Board and are limited to items on their agenda. How do residents impact the Planning Board if we cannot stray outside the lines in the three minutes that we are given to speak. We can do that here with you. This is the forum for us. I would also ask that you use all these meetings to share information with residents that do not use social media. When you post to social media the residents don't see this as private citizen Jones, they see it as Selectman

Jones. If you feel it is so important to post it on social media, please use these meetings to provide that information while sitting in your official capacity. It will be from Selectman Jones and on the record for any citizen to refer to if they have questions in the future. We have an important election next week and there will be two newly-elected selectmen on this Board. I support this Board now and will support the Board members chosen by the citizens. My hope is that this 2023 Board look at the big issues that are impacting the Town. Industrial buildings built next door to residential neighborhoods, traffic that is ever increasing without a comprehensive traffic impact study, overworked police and fire departments that will become more stressed with all this new development. Create a Master Plan for the Town that is well-thought out and has ordinances in place to execute the plan. A well-made plan that you cannot enforce is a waste of everyone's efforts. I am not against you, I'm an ally that you want in your corner. Let's work together to make Hudson the best it can be. Thank you.

Edward Thompson, 22 Burns Hill Road

Good evening, Madam Chair, Board members. I come before you tonight to speak on behalf of Jim Dobens. He's traveling. He asked that this statement be read into the record. Mr. Thompson began to read Mr. Dobens' statement:

I am as a very concerned resident and I would like an answer on where each of you stand as a Board member and as a Board representing Hudson. How is the Town of Hudson going to issue the building occupancy permit for the Target and Friary distribution centers if our fire department is not properly equipped, staffed and trained to handle facilities of this size should an incident occur. Do not say we rely on mutual aid as surrounding towns are already stretched. Besides another incident could of course be happening at the same time. As this is a Hudson approved project so it is a Hudson issue to deal when something occurs. Do not put your heads in the sand, please. We need that platform truck here and operational, equipped and staffed with the appropriate training. The Hudson Fire Department is already stretched thin and we will need additional staff. A minimum of three firefighters to operate per shift with three shifts, which says nine firefighters needed to be added to operate the new equipment and handle calls. I also want to address the comment that the new truck does not need funding to be outfitted. Where is the equipment for this truck going to come from since it is not replacing an existing truck as well as equipment for each new firefighter? To issue an occupancy permit in my opinion is negligence. I do not understand that the fire department issues a permit, but again in my opinion, I do not want undue pressure put on the Fire Chief to issue this permit if we do not have the equipment, the right staffing and training in place. Again, what is your stance on this situation? Signed Jim Dobens, 4 Eagle Drive, Hudson, New Hampshire.

Mr. Thompson concluded with, and he asked that this be added to the minutes. [Mr. Thompson handed Mr. Dobens' written statement to Town Administrator Malizia.]

Chairman Roy asked is there anybody else for public input. Alright. [Public Input closed at 7:08 pm.]

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS - none

6. CONSENT ITEMS

Chairman Roy asked does any member wish to remove any item for separate consideration.

Selectman Guessferd replied I do. I'd like to remove "D. 2) Minutes of the March 7th. meeting". Chairman Roy asked you mean I. 2). Selectman Guessferd said "Acceptance of Minutes". Okay.

Chairman Roy said I'll entertain a motion to approve Consent Items A, B, C, D, E, G, H, I-1) and F. [correction: A, B, C, D.1), and F]

Motion made by Selectman McGrath, seconded by Selectman Morin.

Selectman McGrath commented in one of the Consent Items that last name is the same as mine and I want it for the record that there is no relationship. I don't know who that person is.

Chairman Roy asked does anyone have anything else. All those in favor say "aye".

Motion carried 4-0

Chairman Roy asked Selectman Guessferd do you want to explain. Selectman Guessferd replied yes, I want to abstain from I. 2) [supposed to be D. 2)]. Chairman Roy continued so I'll entertain a motion to accept I-2 [correction: D. 2)].

Motion made by Selectman Morin.

Selectman Guessferd said I'll second. Town Administrator interjected you can't second a motion if you are going to abstain. Selectman Guessferd responded okay, you're right.

Selectman McGrath seconded. Carried 3 - I abstention by Selectman Guessferd.

A. **Assessing Items**

- 1) Elderly Exemption: 11 Berkeley Dr. - map 147, lot 022, sub 039
- 2) Disabled Exemption: 281 Lowell Rd. - map 234, lot 031
- 3) Solar Exemption: 33 Chagnon Lane - map 111, lot 056
- 4) Veteran Tax Credit: 80 Wason Rd. - map 218, lot 014
- 5) Property Tax Abatement Applications: 12 Winding Hollow Rd. - map 237, lot 54-12; 5 Putnam Rd. - map 110, lot 27; David Dr. - map 126, lot 22

B. **Licenses & Permits & Policies**

- 1) Tag Day Sales - Teen Challenge New Hampshire, Fundraise at 7-Eleven
- 2) Hudson Speedway 2023 Permit

C. **Donations**

- 1) Donation of 100 aerial terminal boxes from Approved Sheet Metal

D. **Acceptance of Minutes**

- 1) Minutes of February 28, 2023
- 2) Minutes of March 7, 2023

F. **Calendar**

- | | | |
|------|--------|--|
| 3/21 | 7:00 | Municipal Utilities Committee - BOS Meeting Room |
| 3/22 | 7:00 | Planning Board - Buxton Meeting Room |
| 3/23 | 7:00 | Zoning Board of Adjustment - Buxton Meeting Room |
| 3/27 | 7:00 | Sustainability Committee - Buxton Meeting Room |
| 3/28 | | Town Election - Polls open 7am to 8pm |
| 3/29 | 6:00 | Library Trustees - Hills Memorial Library |
| 4/05 | 8:30am | Highway Safety Committee - BOS Meeting Room |
| | 7:00 | Budget Committee - Buxton Meeting Room |
| 4/06 | 6:30 | Recreation Committee - BOS Meeting Room |

4/10 7:00 Cable Utility Committee - HCTV
7:00 Conservation Commission - Buxton Meeting Room
4/11 7:00 Board of Selectmen - BOS Meeting Room
4/12 7:00 Planning Board - Buxton Meeting Room

7. **OLD BUSINESS** - none

8. **NEW BUSINESS**

A. ENGINEERING - COMMUNITY CENTER INVESTMENT GRANT PROGRAM

Chairman Roy recognized Town Engineer Mr. Dhima to talk about the Community Center Investment Grant Program.

Town Engineer Elvis Dhima

Engineer Dhima began Thank you, Chairperson Roy. Good evening everyone. We have a couple grant opportunities for you tonight to consider. The first one is the Community Center Investment Grant. This is federal money that is being funneled through the GOFERR, the Governor's Office. This is related to a lot of projects but what it applies to us the recreational program that we have for Freedom Field which is in need a rehab. Basically we have identified it. We think it fits what we need. And it's a 15% commitment from us, which will be coming out of the Town's Rec impact fees, which is already in place. And with that said the total amount would be for 475, with a 70,000 and change match on our end. I'll take any questions you might have.

Chairman Roy responded I'm sorry, can you say that again. How much was our match. Engineer Dhima replied so our match is 15%. Chairman Roy said okay. Engineer Dhima continued one-five for an amount of 70,000 in change, yes. We have a total of 103,000 available right now. So it will be coming out of that. The filing will be opening in April if we go through this tonight. And I will know within mid-May if we got it or not. This is a little different than what we submitted with senators, Representative Kuster not too long ago. It's a little different but that's what we plan to do. I'll take any questions you might have. And make a move.

Chairman Roy asked does anyone have any questions.

Selectman McGrath replied just a comment. 71,250 is from the impact fees collected by the Planning Board. Engineer Dhima responded that is correct. Selectman McGrath said thank you. Chairman Roy asked is there anything else.

Chairman Roy entertained a motion to authorize the Town Engineer to apply for the grant in the amount of \$475,000 for the Community Center Investment Grant Program. Motion moved by Selectman McGrath, seconded by Selectman Morin. Carried: 4-0

Chairman Roy entertained a second motion to commit up to \$71,250 for the grant application, using the Recreation Impact Fees Account #2050-182.

Selectman McGrath asked did you say the grant was 71,000. I thought it was for 450,000. Town Administrator answered the match would be for 71,000, that's our share. Chairman Roy interjected that's the second motion for the money for the match, 71,250. Selectman McGrath replied okay.

Motion was made by Selectman Guessferd, seconded by Selectman McGrath. Carried: 4-0.

B. ENGINEERING - ENERGY EFFICIENCY & CONSERVATION BLOCK GRANT (EECBG) APPLICATION

Chairman Roy again recognized Town Engineer Dhima to talk about the Energy Efficiency & Conservation Block Grant Program

Town Engineer Dhima

Engineer Dhima began Thank you, Chairperson Roy. As you are well aware we have been doing some recent upgrades to the Town Hall, the HVAC here and the Community Center. In the meanwhile we've been looking for other things as well. Mr. Malizia was made aware of this particular grant being available. We looked into it and it does apply to us and it appears that there is about \$75,000 and change put aside for our Town, the Hudson Municipality. We have to file for it in two ways. The first is through a grant application and the second one is through a voucher. We spend money and then ask for reimbursement. And after consulting with Mr. Malizia, we feel that the best way is to go for the grant. Get the grant and go from there instead of spending the money and asking for a voucher later. This will keep in line with what we have done in the past. By basically not putting our money up front and gamble with getting a reimbursement or not. So we go in, we get it. And what we envision we can do with these funds. if we get the grant, is replace all windows in Town, in the Town Hall, sorry, the Town Hall and insulation as well done on the ceiling side. The windows have to be made in the USA. The material must be harbored by US, must be built US. And all the labor associated with this project has to be Davis Bacon, which means has to be certain rates that have to be higher than average. We went out and got a couple quotes to get an idea. It appears that it's about \$45,000 for the windows. And I think about six-grand for the door here. We need to do that. And about \$17,000 for the insulation. So it appears that we'll be utilizing most of that for windows and insulation. In addition to that if there's any money left we will probably start replacing some of the L.E.D.'s here. Again, there's not a lot of L.E.D. lights are made in the same that comes from abroad. So the ones made here are pretty expensive. But we'll see what's left and then we'll try to get as much as we can out of the 75,000. But the big items will be trying to make this more energy efficient. The windows which are pretty old, 12 to 13 years old some of them. And the insulation on the ceiling needs to be looked at again. With that said I'll take any questions you might have.

Town Administrator Malizia shared let me point out that there is no match in this. You don't have to put any money into this.

Chairman Roy asked does anyone have any questions.

I'll entertain a motion to approve and authorize the Town Engineer to apply for the Energy Efficiency & Conservation Block Grant Program. Motion moved by Selectman McGrath, seconded by Selectman Guessferd. Carried: 4-0.

C. FIREFIGHTER RETIREMENT

Chairman recognized Fire Chief Scott Tice to talk about firefighter retirement.

Fire Chief Scott Tice

Chief Tice began Thank you, Madam Chair. Good evening everyone. So we have received notice from Lieutenant Eric Lambert that he is retiring effective March 31st. Eric was here for about 21 and a half years. He has been a very good employee. He's done a lot for the department. So we will certainly miss him and wish him well in his future endeavors.

Chairman Roy asked does anyone have any questions.

I'll entertain a motion to accept the notice to retire from Lieutenant/AEMT Eric Lambert effective March 31, 2023 with the Board's thanks and appreciation. Motion moved by Selectman McGrath, seconded by Selectman Guessferd. Carried: 4-0.

Chief Tice commented I did receive an email from a concerned citizen who had some questions and he thought it would be good if I could cover them at the meeting so everyone would be, he figured everyone else, so a lot of other people who may have the same questions. So if you don't mind.

Chairman Roy responded no, go right ahead.

Chief Tice continued so he was asking for the number of openings. We currently have seven openings. This is due to five retirements and four firefighters going to other departments. This is over the last year and a little bit more. In that time we have been able to hire three firefighters of which one of those left due to mutual agreement. That's how we come to our current seven openings. Anticipated coming up one firefighter is in the final processes of the process in Manchester. So we are more than likely we're going to lose that firefighter. And I know we have one more retirement coming up in the spring. So that will be nine, nine total openings. We do have a conditional offer that we did from our last hiring process with a young gentleman that's finishing up at the Tech in Laconia. I'm hoping in the spring to hire seven more. That would still leave one opening. But I think organizationally having eight probationary firefighters, brand new probationary firefighters, is what we will be able to handle. And we're trying to recruit, Deputy Paquette and one of our lieutenants is going to Lakes Region Community College tomorrow. They're having a job fair and they're participating in that. And we are recruiting progressively there. We'll be at CPAT which is the physical agility test which is coming up in April and May and June. We will also be recruiting and that's the test they have to, any candidate has to pass before we can hire them. So we're trying to recruit them right there as they pass that test so we can get the number of applicants up. So we can fulfill these positions.

Selectman Guessferd commented it's like the NFL combine. Chief Tice amusingly agreed it's kind of something like that. It's getting that way. I never thought I would see it this way but it's kind of the way we are and it's not just Hudson. It's the fire service in general. Right now is there's more vacancies than candidates. Selectman McGrath commented it's a nationwide problem. Chief Tice agreed it's not isolated to here but we are going to be as aggressive as we can until we get our positions filled. We will have as of July 1st. two captains, a lieutenant and a firefighter eligible to retire. They have not said they intend to go but that is the liability out there. In that time we have also lost one dispatcher to Nashua, with potentially some looking, so there's some more natural liabilities out there.

Chief Tice continues the second question was about the tower truck. The question was asked who is paying for it. Because there was some, at the last meeting stated that it seemed to be some negotiations going between Hillwood and Target on who was paying for the ladder truck. And I guess now we see why

that some of these negotiations are still going on and we're still working and trying to get that information from them where that stands. I have not heard anything as of yet. The cost for the equipment is somewhere in the 30 to 40 thousand-dollar range. We do have money coming as part of the development agreement for public safety equipment and training. We could use that for equipping that truck.

Chairman Roy interrupted to ask I want to be clear when you talk about that money, it's another stipulation from- Chief Tice responded yes, from the development agreement, coming from Target or Hillwood. Chairman Roy said whomever. Selectman McGrath added that was with the Planning Board. Chief Tice said yes. Selectman McGrath said the Planning Board required that. Chief Tice said yes.

Chief Tice continued. And we were asked about the useful life with all our large apparatus. We would like to say we are going to get twenty years out of it, that's our goal. The way we take care of them, the way we try to keep mileage off of them and the quality of the apparatus we've been buying. I think that's a reasonable expectation. So that's our plan. Hopefully we're saying twenty for life expectancy. I was also asked about the maintenance costs. I compared it to the ladder truck we have now. We've been spending about \$2,000 a year on maintenance and servicing on that. There hasn't been repair issues. It's a fairly new truck. Obviously as a truck gets older there will be more repairs, more maintenance. And that's our current ladder truck, so we can kind of estimate what another ladder truck would cost for services and maintenance.

And I was asked about future replacements. My recommendation when we get to that point, right now we are spending about \$300,000 a year on apparatus payments. It's in the operating budget, those are ten-year leases. If the trucks are going to last 20 years, my recommendation would be that when the time comes and when the first truck is going to be paid off in the fiscal year 2027. After that my recommendation would be that money then gets put into Capital Reserve. And then try to take that money to build up Capital Reserve. That way when the trucks need to be replaced, there's down payment money to put into the truck. And then use financing, right now we use a lease-purchase convert instead of going to Capital Reserve, use lease-purchase money to fund the apparatus. And try to keep the Budget level and there won't be so many spikes. It will be a little bit more predictable. Chief Tice closed so that were the questions I was asked. If you have any questions I can answer for you.

Selectman Morin inquired I've been there, I have to ask what's your overtime budget. Chief Tice answered the overtime budget is overspent. It's being offset by the other salary lines because we're not paying base pay, health insurance. So it's. The salary lines are going to be up a little bit. So it's definitely being made up from the Operations Budget. We have been very conservative this year operationally. Try to make sure we don't run into a problem. The cost of overtime is a little bit more than what the base salary and benefits from what the open position would be. So it is costing a little bit more to fill the overtime, but it's not all coming from overtime because there is that offset with the other lines.

Selectman Morin asked what's your prediction of where we're going to end up. Chief Tice said we are going to be a little bit short. I know the overtime budget after last week was \$35,000 overspent. We were looking at that today. To get an accurate prediction in another week, actually two weeks, so we were looking at the end of the month with the new things to see what our burn rate is to get an accurate picture. But we can predict that the salary lines are overspent but we are holding back operationally to help it out.

Chairman Roy asked does anybody else have anything.

Selectman McGrath then stated we hear Mr. Dubuc, I believe, question on behalf of Mr. Dobens. Chairman Roy interjected no, that was Mr. Thompson. Selectman McGrath addressed Chief Tice so one of the questions insinuated that there might be pressure put on you to approve the occupancy permit for

Target when it comes up. Would you ever do that? Would you cave into some sort of pressure? And has that ever happened before?

Chief Tice responded not that I'm aware of. When Chief Buxton was Chief, I couldn't imagine when Chief Murray was Chief. There's certain obligations they have to meet. Obviously this is a much bigger project with a lot of more involved. But if they are referring to the delivery of the ladder truck that was a requirement for them for them to go there C.O. Selectman McGrath then stated just one other question pertaining to the same thing. Has any member of the Board of Selectmen or the Planning Board, ever put pressure on you or Chief Buxton to grant an occupancy permit that wasn't warranted. Chief Tice replied I can tell you I've never had pressure put on me to grant any permits. I can't imagine anyone putting pressure on Chief Buxton, knowing Rob like I do. Selectman McGrath agreed I can't either but I think because of the insinuation, I think that it needed to be, that question needed to be asked to you so you can answer it and so that might forestall any other types of thought that anybody would do that. Chief Tice then said and I appreciated that but I'm not putting myself in that position and I'm not putting the Town in that position. Selectman McGrath concluded thank you and that's the answer I expected. Thank you very much. Chief Tice replied you're very welcome.

Chairman Roy stated and just so again, we're all clear, because I'll just admit it, I'm antsy about it, the quote we have expires of March 28th. Correct. Chief Tice said it does. I believe it's the 28th. One of the things that I'm still working on Seagrave with, when we had the lawyer review the contract, we talked about putting some stronger language in there about price increases. They want to come back with something that in case something catastrophic happens that they could increase the price. So the lawyer said it's not unheard of in a contract that they could do that and it would be based on some sort of mutually agreed index. One of the things they talked about was the fixed price increase, fixed price index. it's like a cost of living or inflation metric for final produced products. So I'm waiting to hear what, waiting to see what they come back with. To look at before we move forward with that contract. I want to make sure that we are not getting into a bad position with the Town, so, financially.

Chairman Roy shared right because that's my concern. The Town should not be picking up any of this bill. Which is why I'm concerned about the 28th. Because if the 28th comes and goes. Selectman Morin agreed well that's my question. You guys don't have an agreement because you're still working on this. Does that null and void the contract because you're both changing the contract which would extend it further than the 28th. Because at this point if you're still negotiating. Chief Tice replied right now we have a contract that we can sign that doesn't include that. Selectman Morin then asked but do you want to do that. That's what I'm saying is, if you have this new stuff, language that you want to put in there, do we have a valid contract. Because we're bringing that forward that we want a guarantee on the price is not in the contract but our attorney said to do that. Correct. Chief Tice answered we brought that to him. In a conversation, what my plan would be is when I get that from Seagrave to have that conversation and hear what that looks like. Selectman Morin asked so we don't know. Chairman Roy interjected right. As of right now we don't have a contract. [talking over each other] Selectman Morin stated we're saying the 28th. They're supposed to have an answer. Well sounds to me we don't have a contract. Because you're adding stuff to it now. Chief Tice responded we have a contract that we can move forward with. The problem is with discussions with them, they're not crossing out the, they wouldn't take that language because they are leaving themselves open that they could do what they did before with the surcharge. Selectman Morin reacted right and my concern is then I feel we don't have a contract because I don't want that to happen. Chief Tice agreed right.

Selectman Guessferd interjected so we don't have a signed contract. Chief Tice then said you're right. Selectman Morin added right now but then adding the new language. Selectman Guessferd interjected [inaudible] adding the language in order to sign the contract. They have to agree to that piece. Call it a cap. Chairman Roy then said but I think a check would be a big motivator to, we would have time to

negotiate that out. My biggest concern is we don't have a check and if that quote expires and Seagrave comes and says it's now 2.3 million dollars, I don't want the Town- Selectman Morin said and I understand that but what happens six months from now when it's the same thing you're worried about now. Six months from now they raise it another \$200,000 because prices have gone up. We're in the situation. At least is we get it now before we start this we don't run into that. That's what I'm trying to say. It's the same thing, it's just a later date. Because we pay, if we don't sign the contract, we pay 600,000 more. Just as an example. And then we sign the contract as is without that added no price increase and then six, nine months down the road price they have a price increase, we get hit again anyway. So what's the difference? We should have that now. Because we just went through that with the engine. Chairman Roy responded I guess my point is it doesn't sound like a lot of time but there's seven days to figure that language out. Selectman Morin interjected no, no, but that's what I'm saying. Do we really have a contract because they want them to agree to one of the stipulations that we're asking for. Chairman Roy said we don't have a contract at all because nobody is signing anything. Selectman Guessferd stated all we have is a proposal. Selectman Morin agreed a proposal, that's all. Right. That's what I'm saying. We shouldn't do any contract until that's in there.

Chief Tice then stated I'm not signing any contract before we straighten that out. Chairman Roy stated I hope we- Selectman Guessferd added no matter what we do, one way or the other there is still going to be some price increase. Selectman Morin agreed we are going to get hit. Right. We have already gone down that road and unfortunately we needed the truck. Selectman Guessferd said its contingent. Chairman Roy interjected I think that's a conversation we need about what our recourses are is the conversation to have with town counsel. If they don't put, if they refuse to put that in the contract, what is our recourse when the time comes. Selectman Morin then said we spend more taxpayers' money for something that we better handle before we sign the contract. Chairman Roy said they're negotiating the contract before they sign it. Selectman Morin said that is what I'm trying to get at. That needs to be in the contract before we do anything. Chief Tice agreed true. Correct. Selectman Guessferd interjected and you're also saying is if we had money, if they have this meeting that is going on apparently between Hillwood and Target who is going to pay it. Then we might have a check by now. It just seems like they're trying to slow roll that.

Selectman McGrath said another question about the platform truck. When the Planning Board approved this plan and made stipulations of approval, the platform truck being one of them, what was, do you remember, because you're on the Planning Board, you're the liaison to Planning, right. So what was the language that they used when they granted the approval with that stipulation? Did they have to have, did the fire department have to have the truck, prior to this. Selectman Guessferd answered yes, that was in the language. Selectman McGrath asked not on order. Selectman Guessferd answered the truck had to be here physically. Selectman McGrath said I'm trying to be clear and I just want to be sure other people who are listening to this, such as Mr. Dobens, that they understand that truck has to be in-house in the fire department under Hudson, at, before they get their occupancy permit. Selectman Guessferd agreed yes, that was the language in the stipulation. Selectman McGrath added I just wanted to make sure people heard that because that's important. You know picking apart and you want to be as precise as you possibly can be. Okay. Good.

Selectman Morin inquired are you aware of any fire departments in the area that have contracts and what's in the contract. Chief Tice answered no. Selectman Guessferd said so what we're hearing here is that these manufacturers pretty much have us in a bind. In general, not just here. Chief Tice said absolutely. Yes, we are not the only ones. There is another town in New Hampshire that ended up paying their- They negotiated like we did and they ended up paying 150,000 for the surcharge. Selectman McGrath responded but in actuality it's not the Town of Hudson that is in a bind, its Target is in a bind. Because they are not going to get their occupancy permit until that truck is sitting right outside. So they need to be, they need to know that. Selectman Guessferd said it's holding them up. Selectman McGrath

responded exactly. So they can do all. They can try and prepare the property all they want but until they get all of the elements are, the stipulations of approval, they can't occupy the building. I don't think a lot of people understand that. Selectman Guessferd confirmed I agree, it's good to state that. That's the way it works.

Chairman Roy asked does anybody have anything else. Chief, thank you.

D. REQUEST TO ADVERTISE FOR ZONING ADMINISTRATOR POSITION

Chairman Roy said I'll now recognize the Town Administrator Steve Malizia to talk about a request to advertise for Zoning Administrator.

Town Administrator Steve Malizia

Town Administrator Malizia began as you can see from the paperwork in front of you our Zoning Administrator has notified us that he intends to retire on June 30th. Given that this is March I think it's prudent to get the ball rolling by advertising and soliciting candidates to fill that position. It's an important position in our organization and we don't really have anybody else that does that in our organization. It would be great if we could get some overlap. So while this seems early it is in the best interest of the Town. I don't know if we are going to get somebody in a time but I'm going to try my best to do it. I do believe if we don't NRPC may have some capability to assist us, i.e.[inaudible]. I think he, I know Kara had spoken about that a while back. I prefer to get the ball rolling so we can go get some candidates and get some candidates in front of the Board.

Selectman McGrath asked have you had any conversations with Jay Minkarah. Town Administrator Malizia answered I haven't had any conversations with him. Selectman McGrath continued I wonder, my question was going to be I wonder if there are a lot of people in the area that still do code enforcement. Town Administrator Malizia responded I had a conversation with our current Zoning Administrator who is somewhat plugged into the world. I would say he's optimistic you would find someone. We pay a decent salary. It's a good size community. So we'll see what we get. Like a lot of other jobs, there's kind of a gap of people, people who go into this business. You look at the folks that are retiring at retirement age. You're either going to get someone younger or at the other end of the spectrum. Who, I don't know. Again, I'm trying to get this out there so we hopefully have some overlap. Selectman McGrath asked would he be willing to come back to assist with training. Town Administrator Malizia said I think he has some plans to travel, so if he did it would be very limited.

Selectman Guessferd commented I'm looking at the draft advertisement and the job requirements. It says a minimum of Bachelor's and five years or some combination. It seems to indicate you could have somebody who doesn't have a Bachelor's. Town Administrator Malizia responded if you have 20 years of experience in this business it might suffice. It's not absolute, but we're certainly looking for someone educated and/or experienced, if we find somebody with a good track record of 20 years of service in this industry, in this business, that could go a long way. Selectman Guessferd interjected for that, this position. Within the realm of acceptability. Town Administrator Malizia said they have to be able to do the job. So if they don't already have that level of experience with a college degree, does indicate that they have the ability to absorb and can pick up knowledge. There's going to be some training involved in this. Chairman Roy asked to they give them training at HMA. Town Administrator Malizia replied we have done that through HMA. We can certainly give them training at HMA, get some of that for sure. Probably the school of hard knocks. Selectman McGrath questioned how about a former Zoning Board member. Town Administrator Malizia replied we will evaluate anyone who applies. Selectman McGrath continued that has an educational background and also served on the Zoning Board. I mean these Land Use Boards

are so critical to what goes on in Town that, and I know one person in particular that served a long time on the Zoning Board and would be a good candidate.

Town Administrator said once we advertise and have candidates, we'll carefully review resumes, we'll probably put a team together to through and interview. Not just me but a team of folks interviewing as we did when we hired Mr. Buttrick we did that some years back. I don't know what's out there until I put it out there and see.

Chairman Roy asked does anybody have anything else.

I'll entertain a motion to authorize the Town Administrator to post for the position of Zoning Administrator. Moved by Selectman McGrath, seconded by Selectman Morin. Carried: 4-0.

E. VFW POST 5791 LOYALTY DAY AWARD NOMINATION

Chairman Roy recognized the Town Administrator to talk about the VFW Post 5791 Loyalty Day Award nomination.

Town Administrator Malizia

Town Administrator Malizia began what they have done for the last 20 years or so, the VFW in Hudson, Post 5791, and have asked for a candidate from the Town, from the Police and from the Fire Department. So three basic candidates and I think also do School. They've asked for a nomination for an employee for Loyalty Day. You can see a list of folks that have received it in the past. Certainly some well-deserved folks as well as some well-deserving folks currently. I've put it out to departments and I've received several responses that recommended Pam Bisbing. And if you know who Pam is, first seat as you walk into the Clerk's Office. She usually greets everybody with a big smile. Very helpful to everybody. Very knowledgeable. She certainly has been here in a couple of different positions but recently to be the Assistant Clerk position I think since 2005, something in that ballpark. And in her spare time she a J.P. and does weddings. I've actually seen her out in the parking lot. So she's a full service person and like I say I think her friendly nature when you walk into that office, she is the first person you see. Not that everybody else isn't friendly, but Pam is a very welcoming. So that's the recommendation for this year's Town nominee.

Selectman Morin made the motion, seconded by Selectman McGrath to nominate Pamela Bisbing, Assistant Town Clerk/Tax Collector, for the 2023 Hudson VFW Post 5791 Loyalty Award. Carried: 4-0.

F. TOWN'S REVENUES AND EXPENDITURES

Town Administrator Steve Malizia

Town Administrator Malizia began so revenue and expenditures this is through February. We're basically two-thirds the way through the year. This is basically the overall picture. I know we touched on Fire. They are at 68% bottom-line so they're tracking right around that 70%. I know it's been a challenge with all the vacancies. All the other departments seem to be right on where they need to be. Highway is always seems a little bit high because of the winter cost. Trash pickup, but we encumber some of those things but I don't see an issue with those. Autos continued to be strong. We're running ahead. We're at 72 1/2 %. So go figure. We are basically close to the bottom-line for our Fund Balance. We don't get to

spend it, but it certainly is a good reflection and not the other way. So we basically have a third of the year to go. So far so good.

Chairman Roy asked does anyone have any questions.

9. BOARD LIAISON REPORTS

Chairman Roy asked Selectman McGrath do you have anything.

Selectman McGrath replied I talked to Chief Dionne. A few things happening. They went and they looked at, down to Shrewsbury, Mass Police Department last week and they looked at lockers for the new women's locker room and the renovated men's locker room. And they are very happy with what they found. They look very nice and they are going to do the job and they're at a reduced rate. The other thing is April 10th of this year is the Groundbreaking Commemoration at 9 o'clock at the Police Department. So everybody is invited to that. And the last thing is Chief Dionne has been selected by the New Hampshire Association of Chiefs of Police as the representative on the Prescription Drug Monitoring Program Advisory Council. And I think that's a wonderful thing. Chairman Roy shared I would like to recognize him but apparently he abandoned us. Selectman McGrath said no, he's coming back. Chairman Roy said okay.

Selectman Morin stated I sat in for Selectman Guessferd for the Planning Board. Their meeting was basically a discussion on the Master Plan reference to Historic Buildings and Town Facilities. They will be holding their Public Hearing tomorrow night and then they will be reviewing three more chapters after the Public Hearings. Benson's Committee, there was discussion on fundraising that continued and they did an inventory on all the picnic tables in the park. There are a few that need to be replaced, they're working on that. They have a Study going on right now for asbestos paint in the train station. They were hoping to have that back for the meeting but it hasn't been returned yet, so they can get moving on that project.

Selectman Guessferd said well Selectman Morin handled the Planning Board report in expert fashion. So the only other report I would have is the Rec Department and as usual I received a detailed report from Chrissy Peterson. The Senior program is going well. They have cardio-drumming which is a new program. I guess they had a huge turnout for it. It's basically for health for seniors. So it was very, very successful. I think they'll probably end up doing that some more. They had a Warrant Article Q&A and description for seniors which was very helpful. The St. Patrick's Day dinner went well. And there was over 50 people so. People are there taking advantage of our Senior Center, which is excellent and the programming. Basketball. One of our eighth graders, Marcus Bain, congratulations. He received the [Merrimack Valley Basketball League] President's Award for the travel basketball. Big accomplishment. It's not just Hudson, It's the travel league. Only one recipient awarded over 40 towns across New Hampshire. So that is quite an acknowledgement for one of our kids. Summer programs, they're moving forward with our programming for this summer. Registration is opened. So if you didn't know that and you want your children to participate sign them up. And we are going to be taking applications for counselors as well. So those two things are out there and applications can be found on the website, on the Rec website. The Team Flag Football Program is being offered. They're hoping to have enough for a league. The sign-ups close tomorrow, so if you want to play fall football, and you are I think it's high school teams, sign up by tomorrow and hopefully we'll have a good league going. And then of course one of the most successful events we have every year, the Easter Bunny Brunch, Bash, is on. They've hosting a Bunny Bash Welcome on April Fool's Day, the first of April. So Easter is just around the corner, and again something to think about going to. Waffles and all kinds of fun, food. Interested families can add their name to the waiting list online. Looks like they have filled registration again. Programs continue to

get filled and that's awesome in terms of just all the interest we're getting in these. It's really a tribute to all of their great, hard work. So that's our Rec department. And that's all I have.

Chairman Roy began so we had a ZBA meeting the first Thursday of this month, first or second Thursday. It was an overflow meeting which means that the ZBA is fairly busy. They have a lot of folks coming before them for various reasons. So that's going on. And I attended the NRPC meeting and one of the things that came out of that was the sidewalk program we had talked about three or four months ago ended up number three on the priority list. Along 102, so we'll see how that goes when funding comes available and all those, so we can pull the trigger on that project. And that's all I have.

10. REMARKS BY TOWN ADMINISTRATOR

Chairman Roy recognized the Town Administrator.

Town Administrator Steve Malizia stated very briefly as everybody knows voting was postponed to next Tuesday. So voting will be Tuesday the 28th. Polls are open from 7 to 8. Ward One votes at the Community Center, Ward Two votes at Alvirne High School. I encourage everyone to go out and vote. Again it was postponed due to the inclement weather, the weather will be good next week. So I just wanted to remind everybody to vote. A lot of information is on the Town website. We had sent out a mailer, a few weeks ago, put all that information in the mailer. And it's has brief explanations of the warrant articles, actual ballots. It's all on the webpage, so I encourage people to look into that before they go to vote.

11. REMARKS BY SCHOOL BOARD

Chairman Roy recognized Chairman Gasdia.

School Board Chairman Gary Gasdia shared lots of events going on in the schools. So, this past Friday we had a new event we never had before, it was a Quinceanera. I hope I'm pronouncing that right. It was put on by the Spanish group and they had a full dinner and dancing. It was a really nice, fully attended event. This coming weekend is Cabaret, Saturday and Sunday. Tickets are available if you still want them. And then we get into play season. HMS is going to be doing Annie Junior. And then the high school will be doing Beauty and the Beast. Also we have some trips. So our Junior ROTC was just in DC this past week. And they met with the entire New Hampshire delegation, senators and representatives. So that was exciting for them. And then we have our DECA students who placed First, Second and Third in the States. They are going to Florida for April vacation, along with the Marching Band, separate trips but these folks are going to the same place. Then the eighth grade DC trip is back. They will be doing that again this year. So a lot of activities coming up over the next couple of months in the schools. And, as Mr. Malizia mentioned, March 28 is voting. Schools will be closed. Their last day of school, provided we don't have any more snow days, is June 19th. That's it.

12. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Chairman Roy said Other Remarks, asked Selectman McGrath do you have anything else.

Selectman McGrath: no.

Selectman Morin: just get out and vote on the 28th.

Selectman Guessferd: just get out and vote. We want to make sure that, we probably won't get as many as the national election, but it would be nice to kind of nice to strive to get close to those numbers, which would require people to come out and vote. It affects your pocketbook, is what really affects us most is the local.

Chairman Roy: so I just have a couple of things. One is there was a Bill before the House to take away the right to vote on ex-officio members on the Planning Board and the Budget Committee. That Bill has been tabled. They would need a super majority to put it up on the full House. So that Bill's not going anywhere right now. And then I would like to echo everybody else's sentiments to get out and vote. This is the election that affects you the most. It directly affects your pocketbook. It affects what your Town looks like. It just affects everything around you. So, please, get out and vote. We can do better than the 4,000 we had the last time. And I do appreciate Mr. Inderbitzen looking out for the safety of the citizens by moving the vote. That's all I have.

13. NONPUBLIC SESSION

Chairman Roy entertained a motion to go into nonpublic session.

Town Administrator Malizia: so the Chair entertained a motion to go into nonpublic session according to **RSA 91-A:3 (II) a** The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. **(b)** The hiring of any person as a public employee **(c)** Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant and **(e)** Consideration or negotiation of impending claims of litigation which have been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph.

Motion to go into nonpublic session made by Selectman Morin, seconded by Selectman McGrath. A roll call vote was taken. Carried: 4-0

Chairman Roy: nonpublic session is being entered into at 7:55 pm 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.

The Board entered open session at 9:49 pm.

Motions made after Nonpublic Session

1. Selectman Guessferd made a motion, seconded by Selectman McGrath, to promote Firefighter/AEMT Brian Clarenbach to the position of Lieutenant/AEMT, a non-exempt position, in accordance with the

International Association of Firefighters Local #3154, Step 1, with an hourly rate of \$29.83 as recommended by the Fire Chief. Carried 4-0.

2. Selectman Morin made a motion, seconded by Selectman McGrath, to hire Ethan Jones as a Police officer with a starting salary of \$32.36 (Step 4) per hour, all in accordance with the Hudson Police Employees Association contract. Carried 4-0.
3. Selectman Morin made a motion, seconded by Selectman Guessferd, to hire Kory Palladino as a Police officer with a starting salary of \$27.17 (Step 1) per hour, all in accordance with the Hudson Police Employees Association contract. Carried 4-0.
4. Selectman Morin made a motion, seconded by Selectman Guessferd, to hire Cheri Hughes as a Telecommunications Technician/Dispatcher with a starting salary of \$27.17 (Step 1) per Hudson, NH Board of Selectmen 03/21/2023 Minutes - page 16 hour, all in accordance with the Hudson Police Employees Association contract. Carried 4-0.
5. Selectman Morin made a motion, seconded by Selectman McGrath, to promote Lorrie Hammond-Weissgarber to the position of Temporary Executive Assistant to the Board of Selectman at the rate of \$30.47 per hour until the current Executive Assistant returns from leave. This appointment would be effective March 22, 2023. Carried 4-0.
6. Selectman Guessferd made a motion, seconded by Selectman Morin, to place Christine Strout-Lizotte at Step 4, \$60,892, of the Town Clerk/Tax Collector Salary Scale upon her election to the position of Town Clerk/Tax Collector. Carried 4-0.
7. Motion by Selectman Guessferd, seconded by Selectman McGrath, to increase the salary of the Finance Director to \$110,525 per year, effective March 26, 2023. Carried 4-0.
8. Selectman McGrath made a motion to adjourn at 9:49 pm. This was seconded by Selectman Morin. Carried 4-0.

14. ADJOURNMENT

Motion to adjourn at 9:49 pm by Selectman McGrath, seconded by Selectman Morin. Carried 4-0.

Recorded by HCTV and transcribed by Diane Cannava

Kara Roy, Chairperson

Bob Guessferd, Vice Chairman

David Morin, Selectman

Marilyn McGrath, Selectman