

HUDSON, NH BOARD OF SELECTMEN

Minutes of the June 27, 2023 Meeting

1. CALL TO ORDER - by Chairman McGrath the meeting of June 27, 2023 at 7:24 p.m. in the Selectmen Meeting Room at Town Hall. Chairman McGrath added, we had an attorney-client meeting before this, so that's why we're late starting.

2. PLEDGE OF ALLEGIANCE led by Police Captain Dave Cayot

3. ATTENDANCE

Board of Selectmen: Dillon Dumont, Bob Guessferd, Marilyn McGrath, Dave Morin

Selectman Roy had an excused absence this evening.

Staff/Others: Steve Malizia, Town Administrator; Scott Tice, Fire Chief; Dave Cayot, Police Captain; Lisa Labrie, Finance Director; Jay Twardosky, Public Works Director; School Board Chairman, Gary Gasdia; Jill Laffin Executive Assistant

4. PUBLIC INPUT

Chairman McGrath called for Public Input and said If you do, come on up, state your name and address for the record, and the rules, by-law rules, that we allow public input five minutes is allotted for time. There was no public input this evening.

5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS - none

6. CONSENT ITEMS

Chairman McGrath asked, does anyone have anything they'd like removed for separate consideration? Selectman Guessferd removed item 6E-1 for separate consideration because he was not present for the June 6, 2023 meeting. Selectman Morin made a motion, seconded by Selectman Guessferd to approve Consent Items A, B, C, D, E2, & F. Carried 4-0.

Selectman Morin made a motion, seconded by Selectman Dumont to approve the minutes of June 6, 2023. Carried 3-0-1. Selectman Guessferd abstained.

A. Assessing Items

- 1) 2022 Property Tax Abatement Application: map 216, lot 8, 12 Executive Dr.
- 2) 2022 Property Tax Abatement Application: map 228, lot 4, 7 Wal-Mart Blvd.

B. Water/Sewer Items - none

C. Licenses & Permits & Policies - none

D. Donations

- 1) Gamewell Fire Alarm Box to Fire Department from Retired Firefighter Alan Windsor.

E. Acceptance of Minutes

- 1) Minutes of June 6, 2023
- 2) Minutes of June 13, 2023

F. Calendar

06/28	7:00	Planning Board	Buxton Meeting Room
07/04	**Independence Day**		Town Offices Closed
07/05	7:00	Budget Committee	Buxton Meeting Room
07/08	9:00	Zoning Board - Site Walk	181B Webster Street
07/10	7:00	Conservation Commission	Buxton Meeting Room
7/10	Cancelled - Cable Utility Meeting		-
07/11	7:00	Board of Selectmen	BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on June 13, 2023

- 1) Selectman Morin made a motion, seconded by Selectman Guessferd to seal the minutes of the June 13, 2023 nonpublic session. Carried 4-0.
- 2) Selectman Morin made a motion, seconded by Selectman Guessferd to hire Kimberly Brooks as Senior Accounting Clerk at \$23.38 per hour (step 3) of the Town of Hudson Support Staff AFSCME Local #1801 Union contract as recommended by the Finance Director. Carried 4-0.
- 3) Selectman Guessferd made a motion, seconded by Selectman Morin to promote Master Patrol Officer Matthew Flynn and Master Patrol Officer Andrew Valcourt to the position of Sergeant at \$40.76 per hour according to the Hudson Police Employee Association Contract (step 6). This elevation in rank would be effective on Sunday, June 18, 2023. Carried 4-0.
- 4) Selectman Guessferd made a motion, seconded by Selectman Dumont to appoint hire Benjamin Gradert for the position of Associate Planner at a starting salary of \$68,933 (step 1) per the Hudson Police, Fire and Town Supervisors Association contract. Carried 3-1.
- 5) Selectman Morin made a motion to adjourn at 10:07 p.m. This was seconded by Selectman Guessferd. Carried 4-0.

B. Hills Memorial Library Discussion with Library Trustees & Hudson Historical Commission

Chairman McGrath recognized Dave Alukonis 121 Central Street and Shawn Jasper of 83 Old Derry Road. Mr. Alukonis began by saying, we are members board and officers, of the Hudson Historical Society. We are not here tonight to represent the Historical Society. We're here to, kind of on a fact finding mission and to talk to you. We have no authority on behalf of the Board tonight, but to, I guess, hear what you might have to say about the library. Obviously, we are very interested in preservation of that building. That fits with our core mission. And I can say we love that building.

Selectman Morin was recognized and said just before we get started, so you know why they're here tonight after our meeting and we had discussed with the library what to do with the building. I had approached the

Historical Society to see if they've had any use for it and they had a discussion. But they made no determination and they came tonight just to have a discussion with us and the library is present so they can hear it at the same time.

Mr. Jasper was recognized and said If I may, so from the time that the Rodgers Library opened, I've always felt that the Hills Memorial Library would be appropriate for genealogical research, historical documents, things of that nature. I think there's a real need for that. We at the Historical Society are overflowing with books and documents that are tucked here and there. We don't have display area for that. I know that the library has a room in the basement which has a lot of things in it which not readily available to the public. I know it's catalogued and if people know that it's there they can access it. But I think that there is a need to have something a little bit more public facing. And so while we're not a big organization, I believe and I think David would agree with me, we believe that there are people within the community who may not share our mission of running the Hills House but would be very interested in taking care of a collection such as this. So I think it would be worth exploring. We can't say that we could do it, the Historical Society is not a wealthy organization. Obviously we are in a School District building and we're not running a profitable organization although we have signed up for charitable gambling and that may help. But we certainly do not have the wherewithal to say oh yeah we'll take on that building and heat it and repair it but nor do I think that there are many people in the community who would say oh yeah turn that building and the property back over to the heirs of Kimball Webster, and they are numerous in this town and probably well beyond and I think anybody who was actually willing to do that would probably be hung in effigy at very least.

Mr. Alukonis then said I also hear what your thoughts may be what you're looking for I think the again speaking solely for myself and I think Shawn is saying the same thing, that we're interested in doing something where a small organization. Personally have always seen the need for genealogical and research area which we do not have at the Hills House. We, again as Sean said we are bursting we have stuff everywhere. Selectman Morin knows we have firefighting stuff that we struggle between trying to be a Victorian home and a museum with all sorts of things. we have town records. We have boxes and boxes of town records which go back into the 18th century that have not been researched. We have books genealogical library that that is used on a frequent basis. That library of course also presents an opportunity for other events and we are limited to the library at the Hills House. That maybe a big event can be 50 people seated and we have had various programs there. Just this past week we had a program with Jeff Knoblauch I believe on cemeteries I can't remember his first name Knoblauch is his last name. This fall we will have Jeff Belanger who we may have seen have seen he's a guy that talks about the paranormal. That is a huge event at the Hills House and it will be a, we don't we don't charge anyone it's a first come first serve, and that will be people who get turned away because it will be full. That is the sort of thing that a little bit larger venue could provide. Again I am just speaking for myself I don't want our members in the Historical Society to think I am suggesting something but if we can make this work I can see uses for the building. Not just for the historical society but for other events as well.

Mr. Alukonis went on to say, I have not been in the building since I was on the School Board last which was more than a few years ago. So I think we're here to do our due diligence as well and see what we can find out and hopefully we can work together. Selectman Morin was recognized and said if it would be alright with you Chair we have somebody from the Library come up real quick, if somebody from the Library wants to represent. Library Trustee Donna Boucher, came forward to join the discussion. My question would be to the Library and the School where this is going to involve what it is; would it be something that both of you would be interested in to do? Because you have stuff in the basement of the library would you be willing to put that into this type of situation and does the school have documents that would go along with this? School Board member, Gary Gasdia replied, I am not aware of any documents from the schools. We use it for the School Board for that meeting and I think there might be some things there. I don't think it would be a document of anything that is down there. Chairman McGrath then said, but you use it for parking now don't you? Mr. Gasdia replied, well we use the parking lot. The parking lot is there. I would imagine, correct me if I am wrong, these events that we are talking about probably happen either on weekends or not times. The parking lot is busy really at the opening and closing school. When school is not in session there are a few cars there. I don't think that is a big issue.

Selectman Morin then asked so nothing that you know of top of the head that you could put into this so people could get. Mr. Jasper spoke up saying, if I could I think you may have misunderstood. Not that you have documents in the building but the School District must have a collection of historical documents that are tucked here and there that could be part of something like that. Mr. Gasdia replied, potentially. I am not aware of that. Mr. Alukonis then said, speaking from my days as School Board Chair, most of the records were more student records so they would not be something that we would want out. But there were some but there were some things in the attic of the Webster School that I came across, again, we are talking more than a few years ago now. Ms. Boucher added, and the Library has nothing stored there. We use the same meeting room that the School Board uses for our monthly meetings. Selectman Morin replied, no, no, I am talking do you have documents that could be part of this center that the public could come in and access down in the basement of the library? Ms. Boucher replied potentially we do have storage at the Rodgers Memorial Library that we hold documents right now. Selectman Morin replied, so would that be available to, so we have all these documents in one place instead of spread all over town if you want to ask it? Ms. Boucher replied, it is a potential I mean it would be a (Library) Board decision.

Chairman McGrath then said, well from my perspective it is important that we keep that building in good condition. And I mean it was donated by prominent people in the town. fortunately, or unfortunately I was not alive when that happened. But it is an important legacy. And that family donated a lot of property and a lot of money to this town. We are fortunate we have that library across the street. We are fortunate that we have Alvirne High School because of them. We are fortunate to have the Historical Society where it is located. Wasn't that their home where they lived? Mr. Jasper replied that was their summer home. Chairman McGrath then said, yeah, so I mean those are three properties right away and everybody knows where Alvirne High School is. Everybody probably knows where this library is because they drive by it so often. I mean and Webster School was that another part of their legacy as well? Mr. Jasper replied, no that was just name for Kimball Webster but he donated the land that the library sits on. Mr. Alukonis then said, but you are correct Chairman McGrath. I think I'll pause it that the three most beautiful buildings in this town are the Hills Memorial Library, the Alvirne Hills House and the Alvirne Memorial Chapel. The Chairman replied, that is the other, yeah. I forgot about Alvirne Chapel. Mr. Alukonis continued saying, all courtesy of the same family.

Selectman Morin was recognized and said without getting you guys in trouble with your group, can you explain a little bit how this would all work and what the, you know? Mr. Alukonis replied, well I'm not sure. I guess that's why we are here. We actually have a (Historical Society) Board meeting on Thursday night that we will go back to and this was set up some time ago. But we will report back and see what we can talk about. I think the clear thing that we can impart to you is that we are in no shape to be able to take on the expenses of running that building. But I can see opportunities for the benefit of the Historical Society as well as the town and other organizations in doing other things there. And I think it would bring in other, it's kind of difficult with the Hills House to bring in people to deal with the stuffy old house sometimes. Stuffy old big Victorian. This is a different, would be a different endeavor, which I think might bring in a different group of people that would help us and work with us.

Mr. Jasper then said, if I may, I think, you know, my thoughts on that and we have talked about it a little bit at the last meeting would be that this would probably be a totally different group of people who would be interested in this. People who don't want to go to monthly meetings or go to programs or, you know, run the things that the Historical Society has to do to keep going. These would be people who really have a love of paper documents and really want to catalog those and organize them and make them available. And I think there are probably a lot of people in the community that would be interested in that. So I think if we came to a framework of agreement and understanding, we could then do some recruitment and see if that idea is actually workable before it went any further than that to see if we could get a core group of volunteers willing to open the building either by appointment or, you know, Saturdays or things like that for that research. That's what it would take to make it work.

Selectman Morin then said, now, this is the big question because right now we don't know who's going to have the building. Where you're talking research and documents and things of that nature, that's more of a

conjunction with the Library versus the Town would you? Mr. Jasper replied well, and the library to some degree has been the holder of some of those documents. I mean, I know there's certainly a lot of things in the vault in the Town Clerk's office and I wouldn't necessarily say, oh, you want to take those out. But I don't think in many cases there are even copies of them that exist that nobody knows what's there. This is the type of thing where there would be. I think it would take a coordination of the Town, the Library. I mean, certainly, you know, in theory you might say, well, the Library should do this and look for these people do it. And that's fine too. Our concern is to make sure that that Library is used and that there is a better access, I think, to the documents that exist wherever they're housed. Selectman Morin replied no, and I agree with you on that. I think you're saying where research and stuff is Library, if you need some assistance, the Library would be a lot better than the Board of Selectmen or anybody in Town Hall. Mr. Jasper replied, exactly. I think it comes down to, well, you know, perhaps the Library doesn't want to continue to bear the burden of, you know, the heating, the electrical and the maintenance, which is something we can't do either. But I think the town owes it to the legacy of Dr. Hill because in the grand scheme of things, not a lot of money.

At this point Ms. Boucher said we have been very forthright about, as a Board, that we feel that we are the Trustees of the active library in the town, not saying that the Hills Memorial Library isn't an important building. I don't know how you find funding for this or who ends up by being the steward of the building unless it comes down to the Select Board as the, you know, the main governing body in the town and should it possibly go to a warrant to see what the rest of the folks think about coming up with some sort of money to be able to take care of the Hills Memorial Library moving forward, as a separate entity from the Rodgers Memorial Library, the Trustees not taking care of the Hills Memorial Library as we have been since the opening of Rodgers, which is 14 years ago. Selectman Morin replied, right. But if that's what you're looking at, the Library could do a warrant article as well as we could. So, and if it's in your hands right now, that's all I'm saying. And that's the big question that we've got to decide before. Mr. Jasper then said, well if I may, within the budgets, that money is already embedded. It's not new money. It's just who has the authority to expend it. I would suggest that ultimately that probably should be the Board of Selectmen responsible for that town maintenance. And it's been a long time since I've read the will, but I, but I believe it really just requires that it be used for town purposes. So that would, that would fit within the mission and the Library continues to have their own mission. I agree with the statement there, but we are certainly not looking to step on anybody's toes in this.

Selectman Morin then said so should we not do anything until we hear back from you gentlemen? Mr. Jasper replied, I would suggest that maybe we need to form a committee, perhaps, you know, Library, Selectmen, School, Historical Society and see if we can come up with a framework of what might be workable and not have anybody feeling they were left out or upset. The last thing we want to do, I think, is create any tension or friction anywhere in town in this process. Selectman Morin replied it's a town thing. It's not a. Mr. Alukonis then said you're sitting as a board here. We are not, so. Selectman Morin then said so before we form a committee, should we wait to hear back from you after your committee meeting? Mr. Jasper responded saying, I think the Society is totally willing to be part of that committee. I don't think, Mr. Alukonis interjected saying I think that, yes, yes. We indicated that at the last meeting. Selectman Morin then said so we have School and Library. Could you guys commit to putting a committee, just to look into this? Mr. Gasdia replied yeah, absolutely. Ms. Boucher replied yeah, I could. Yes. Chairman McGrath then said Okay. So I guess that's been decided. So when do you expect them to come back? Selectman Morin replied I would let them have their meeting first just to verify and make sure and then we'll take it from there. Would that be fair? Mr. Jasper replied, I think that's fine. I think it's probably appropriate to have, you know, at least two from the Historical Society. I don't know, well, other boards can speak for themselves, but I think probably if the Historical Society had two members, that would be a good idea. Chairman McGrath addressed Ms. Boucher asking, and do you want to go back to the Library committee and see? Ms. Boucher replied sure I can find out, you know, for the interest of us being part of a committee. Mr. Gasdia added, yeah, we'll be part of it because I'd be involved in discussions last year initially, so we'll be part of this.

Chairman McGrath asked the Library Trustees in the audience, did you have anything you wanted to add? Library Chairperson Mimi Guessferd replied, just said we have three of the five trustees here and we're all

on board, so. We don't need to take it all the way back. Chairman McGrath then said, All right. Well, I guess we'll hear from you when you come up with a decision. Mr. Jasper then said, all right, who would you like us to, who's going to be the lead from the Board of Selectmen on this? Selectman Guessferd replied, Dave's (Morin) been doing a pretty good job so far. Chairman McGrath said, I'm kind of at a disadvantage here. I can't offer to participate in a whole lot of things. Selectman Morin addressed Selectman Guessferd and Selectman Dumont and said unless one of you guys would like to do? Selectman Dumont replied I'd be available for a committee. I have no problem with that. Mr. Jasper then added, as probably only Steve will remember, was a selectman who used to say all the time, he who proposes, disposes, and that was Selectman Massey.

C. Updating the Limits for Purchases, Contracts and Bids

Chairman McGrath recognized the Town Administrator who said, at your meeting on the 23rd the Board discussed updating the dollar amounts for bids related to purchasing and contracts in the bidding process. We talked about going from the limits, which are set at \$10,000 and \$25,000 to \$20,000 and \$50,000 based on the fact that it's been probably the 90s, early 90s, since those numbers were looked at. Inflation basically brought us there. As part of the conversation, there was some discussion about maybe putting some additional language in. And if you go to the second to last and the last pages of the packet, I gave you attachment A. I prepared some language that basically requires departments to fill out a Request for Proposal Bid checklist, which will be submitted with the bids. I think that's some concern that we didn't have documentation. So what I did was I prepared some simple language and a simple form that would be filled out for anything that goes out to bid. Or if it didn't go to bid, what's the reason? Or if we didn't find four vendors, what's the reason? So I think this is documentation the Board was interested in. So it's a very simple. I try to keep it simple, simple language, simple form. But I still recommend that we increase the purchase limits. And if we do, we need to send it to a public hearing. So this meeting, you would decide if you send it to a public hearing. If you decide, we'll advertise it and do it probably July 11th.

Seeing no questions from the Board, *Selectman Dumont made a motion, seconded by Selectman Guessferd to schedule a public hearing at the July 11th, 2023 Board of Selection meeting to amend Town Code chapter 98, purchasing in contract as recommended by the Finance Director. Carried 4-0.*

D. Personnel Policies - Earned Time Conversion 2<sup>nd</sup> Reading

Chairman McGrath again recognized the Town Administrator who said, At the last meeting, I brought forward a proposal to amend the purchase of the personnel policies of the town to put all employees on an earned-time system. You currently have five unions or five unions and associations. You have approximately 185 people that have earned time. You have approximately 15 that don't. To make things equitable, hopefully it's a recruitment tool and a retention tool, I'm recommending that we put everybody in an earned time system as I've articulated by the policy recommended. You had the first look at it, based on your bylaws, this is the second reading. So if anybody has any questions or comments, this would be the time. But I'm looking to amend the policies to provide earned time for all employees. Earned time replaces the traditional vacation. It's sick for those who don't know what it is. It basically is one block of time. It would be structured similar for these folks as the Supervisor's contract because, quite frankly, this is your department head level folks. There's a few other folks, but it's mostly your department heads who've already come through the earned time system and then get off of it. And now we have two systems that were accounting for their time. It's not very efficient from the payroll perspective and considering that the majority of your department heads have already come through this system, to take them off and put

them on vacation and sick didn't seem to make a lot of sense. I think this is an opportune time to look at this.

Chairman McGrath said, so the only question I have, and I think I asked this before, have any of the employees that are going to be affected by this, have they voiced an opinion or? The Town Administrator replied, all those raise your hands (to the Department Heads in the audience). Chairman McGrath added everybody's pretty happy about it. The Town Administrator then said, I think it makes a lot of sense again. Like I said, the majority of folks have come through this system and basically you've frozen some earned time and now they start a new accrual on vacation and sick. I just don't know if it makes a lot of sense to have two accounting systems at this perspective.

Selectman Dumont was recognized and asked by switching over the earned time, is there any additional cost that the town would incur by changing those policies or does the cost basis for the town stay about the same? The Town Administrator replied, so it doesn't change anybody's hourly rate. Their accruals basically, when you really get down to the bottom line, they're about the same. They're slightly different because we won't have personal time anymore, but that's not a big deal. But the sick time, it sort of changes that a little bit because what ends up happening is when you leave the town's employ, you only get half your sick time paid. Whereas in this case, all your earned time would get paid. So is there an additional cost, I don't know. Selectman Morin replied but to get half the sick time if they leave? The Town Administrator replied mmhmm. You get your vacation time and half your sick time if that's what you have. Whereas if you leave, you get all your earned time. So again, I'm just trying to make it so that it's equal for everybody. Yeah. I guess that's what I'm saying. So when we convert folks, half of their sick time, will go into the sick pool, which is you don't get paid for that. You either use that if you have a lengthy illness or you lose it. So from that perspective, there's no cost there. You're actually saving that. It's going into that bank. Yeah. The other thing too is department heads or non-union folks have to come into the Board if they want to buy out any of their vacation time. This way, there's two opportunities a year they can do it, or if they're over a certain allotment on their anniversary, they get paid out. So I think it makes a lot of sense from how we account for things around here. And again, if it was 50-50, 50% of the people were on this and 50% of that, this is 185 over here, 15 over here. Selectman Dumont asked do you know why I was originally set up that way? Why have? The Town Administrator replied I wasn't here when they went to the earned time system, but I believe it was sold to the employees as a better system and easier accounting system, easier to keep track. And from what I see, they used the word force, but they strongly pushed it onto the unions.

Chairman McGrath then said, well, the earned time, I don't think the earned time, if I remember correctly, like people like Elvis and Brian and people that had to attend meetings at night, they didn't get, they were expected to attend. They didn't get any additional time on for it. The Town Administrator added that would be comp time. This is from the earned time perspective, though. This was how their paid time off is. And you (Selectman Morin) were here probably, employees didn't want it. Selectman Morin replied we didn't want it. We actually fought it when it first came to us. And now, beautiful.

Chairman McGrath asked okay, so anybody else have any questions? I just wanted to make sure that if anybody was watching this they understood that there was not an additional cost that they were going to incur by swapping over to this. The Town Administrator added, and actually because there's a mechanism there where you can't accumulate more than a certain amount, you're paying it out at today's rate, not tomorrow's rate when somebody goes to retire. There's definitely a limit. Selectman Morin added, that was an issue from the start. That's why that got put in. That you can only accrue a certain amount. Because some people, there were people in the past \$70,000, \$80,000 they were leaving with before they did that. The Town Administrator added, and again, like I say, looking at our payroll, we're just trying to make it more efficient.

Seeing no further questions from the Board, Selectman Guessferd made a motion, seconded by Selectman Morin to amend Personnel Policies VII B, VII C, VII D, VII E, VII H, VII I, VII J, VII K and to add VII L to convert all eligible Town employees to an earned time system effective July 1, 2023. Carried 4-0.

8. NEW BUSINESS

A. Public Hearing - Proposed Increase - Police Detail Cruiser Rate

Chairman McGrath recognized Police Captain Dave Cayot who said, Good evening. As we discussed at the last meeting, the Hudson Police Department is looking to increase the private detail cruiser rate from \$15 an hour to \$20 an hour. The current rate of \$15 an hour actually hasn't been increased since before 2006. So with inflation, the cost of gas, the cost of cruisers, the cost of maintenance going up on these cars, we're looking to increase that by \$5. The increase will actually put us at about the median for where everyone in the state is. So if anyone has any questions, I'd be more than happy to answer them.

Chairman McGrath asked, does anyone have questions for Captain Cayot? Selectman Dumont asked so we're in the median cost for the state or it'll put us in the cost or the median cost for the state. Do you have what some of the surrounding towns are currently? Captain Cayot replied I do have a list of the surrounding ones. You're looking at varies greatly. So we did a median instead of an average. But some of them, and I do have the list here, I can give you the exact numbers, but some of them are like \$12 an hour. Some go up to \$25, \$30 an hour. So there's a big difference. What you'll also notice is that some of the ones that have lower costs, they'll either have a higher administration fee or the ones that have the higher cruiser fee will also have a lower administration fee. If you want, I can try and find some of the areas. Selectman Dumont replied I'm more or less curious myself and if anybody else is watching, they may want to know what the other towns are charging. Captain Cayot replied, so I don't have them for all of them. These are just the ones who willingly gave us the information. I'm trying to look for similar sized agencies that like Merrimack didn't give us one. I don't see one for Nashua on here. Manchester is currently at \$15 an hour. Chairman McGrath asked do you have one for Litchfield and Pelham? Those are the two surrounding towns, I think, that would be more applicable to... Captain Cayot replied Litchfield is not on here. Smaller, but yeah. Pelham did not give us the information either. And I don't have Windham either. A lot of the agencies that answered are a lot of the smaller towns, like in the northern and western part of the state. Like Berlin, \$25 an hour. Bristol, \$20 an hour. Derry's \$18.75 an hour. Dunbarton, East Kingston, \$20. Farmington, \$18. Fitzwilliam, \$16. Hollis is \$15. Hooksett is \$20. Rindge is \$75. Rochester, \$20. Pittsfield, \$20. Salem, \$17. All the other ones are much smaller towns than the northern part of the state. Selectman Dumont replied, I appreciate that.

Selectman Dumont then said, and then the other question is because it was submitted for public input, I know we had got an email, but did you have any reply to the public input that was submitted for the cruiser? Captain Cayot replied, so I know Chief Dionne did send a reply. Some of the questions I don't think were relevant for discussion here at hand. We didn't have any direct calculations. I did put a little bit together today just looking at it, but a lot of assumptions had to be made to make the calculations I made for today. And looking at those, I looked at how much money was brought in last year from the details. And that was about \$48,000. So dividing that by the \$15 per hour that was being charged, we were able to say there was about 3,200 hours of details. The Town Administrator added of cruiser costs for details. Captain Cayot replied, yes, a cruiser cost for details. I'm sorry. And looking at that, the hard part is sometimes the cruisers are moving, sometimes they're idling. So how do you figure that out? Ford calculates that an hour of idle time on a car is equal to about 33 miles driven. So does that equate to the exact gas usage? I'm not sure. But we used that kind of figuring that if 33 miles is for every idle hour, we calculated how many miles that would equal as a car being driven for that 3,200 hours. And in doing that, we figured out just the gas alone used is about \$20,000 at the current rate that we're paying. So \$20,000 in gas is just being used in that number of hours of details. Then you look at oil changes. That's a couple thousand dollars' worth of oil changes. When they're being driven, it's wearing down tires. So at the miles that calculated out to be would be about three sets of tires. So once you start adding all that in, that's before you even add in the cost of buying the cruisers. It quickly adds up. So the way we look at this is this is just getting us closer to the break-even point. This isn't a huge money-making, you know, for the town.



Selectman Guessferd was recognized and asked so when you get the cruiser fees paid to you, where does that money end up? Captain Cayot replied so based on the warrant article that was just passed, half of the money goes back to the town, I'm assuming, to the general fund. And the other half goes into a fund that's controlled by the Board of Selectmen, and we can come request that for cruiser maintenance, buying new cruisers, and other safety equipment for officers who are in details. Selectman Guessferd then said, I just want to make sure that that's out there as well. Okay. The Town Administrator added, the voters approve that this year, so we can now do that.

Chairman McGrath said, I have one question for you. So when they're on detail, do the cruisers stay on? I mean, are they running the entire time that they're at the site? Captain Cayot responded saying, yes, they are. And there's a reason for that. It's not just because we're being irresponsible with the gases being used. Chairman McGrath replied, no, no, I'm not suggesting anything like that. But I'm curious because that would take gas, you know, utilizing gas. Captain Cayot replied, and we tried to calculate that with that number I gave. The reason they have to run, though, is the reason we're getting hired for the details is for safety. So we're running the emergency lights, and we can't run those for very long without the cruiser, the battery dying. So we have to run the car to keep those going. The Town Administrator added, I imagine if it's really cold out, too, it's probably not a bad to have a warm cut of sitting every five minutes. Captain Cayot replied that is true. The Town Administrator added, that's another consideration. Chairman McGrath added, but I think that people don't think of those things when they throw the slings and arrows your way. Captain Cayot added, the other thing that is, there's very few details here in town that we force anyone to have. Sometimes, you know, the state will have a contract where they will require details. But these are companies who are requesting us to come do this because a lot of them will tell us they like having the police officer there who has some authority while directing traffic. And also, they like having the cruiser there that acts as a traffic control device.

Chairman McGrath then said, I'd like to see them in a whole lot of other places throughout town. Selectman Dumont then said, there is a certain level that is mandated. I mean, most, you know, if you're opening a road, you don't really have a choice. You have to have a detail. Most cases. Captain Cayot replied there are certain times. So there are some towns that require details for any work that's going on on their roads. Hudson doesn't do that. In some situations, we do have to have a detail, but it's not like other towns where they mandate it every time. The Town Administrator added, I think Massachusetts mandates it for anything. I think the state of Massachusetts does. I'm pretty sure. Selectman Dumont replied, no, I think it's a normal occurrence. I've just, personally, I've seen here in Hudson more often than not. It's mandated than voluntary with a lot of that stuff.

Chairman McGrath asked the Board, any more questions for Captain Cayot? If not, I'll open the public hearing at 8.04 p.m. Is there anyone present who would like to speak on this matter? If not, I'll close the public hearing at 8.05 p.m. There was no one present to give public input. The Town Administrator then said, so we'll vote to amend it at the next meeting. You have the public hearing. Then the next meeting, you'll take the action.

#### B. Public Hearing - Proposed Building Board of Appeals Application Fee

Chairman McGrath recognized the Town Administrator who said, we talked about this, the Board talked about this on the June 13th meeting. This is the, not reconstituted, this is the active Building Board of Appeals. We really had no activity with that board for many years. And subsequently, I believe they have something coming their way. So they've activated the committee. They've elected offices. They've proposed and passed bylaws. And the last thing they asked for, recommended was to have an application fee for anybody who wishes to apply for a Building Board of Appeal meeting. It's basically \$200. It would go into the town code. Obviously, because it goes into code, we're required to have a public hearing. Again, we discussed this at the last meeting. We scheduled a public hearing for this meeting. So that's what the intent for the public hearing is for.

Chairman McGrath asked, anybody on the Board have any questions before we open the public hearing? If not, I'll open the public hearing at 8.06 PM. She then asked, is there anyone present who would like to speak on this matter? If not, I'll close the public hearing at 8.06 PM. There was no one present to give public input on the matter. The Town Administrator then said, and again, we'll amend this at the next meeting.

#### C. Accrued Time Payouts

Chairman McGrath recognized Finance Director Lisa Labrie. Ms. Labrie began by saying, Good evening. So we do this every year. Twice a year, we pay out. People can sell their current time back to the town. And we had requests for 18 people. The Town Administrator added, some are retirements too, when folks leave the towns employ they get paid too. Some of that's not just them requesting it. Some of it's actually left our employ. Ms. Labrie replied, right. There were 53. There were 53 people who had accrued time payouts during December and June. 18 of those left employment. 14 were earned time max payouts where people don't cash in any and it just keeps accruing. So at their anniversary, we pay out the difference. So that we had a total of 85 payouts. Oh, sorry, 53 for accrued time in December and June. 18 left employment and 14 were max payouts for a total of 85. \$509,000 that went to the actual budget lines in people's departments and all the departments. So we're asking to be able to take out earned time from the earned time capital reserve fund should we need it. In past years, we've been able to absorb a lot of it. But, you know, we're in a default budget year and things could get tight. So depending on if we need it, I'm just looking for permission to access up to \$500,000 if necessary. Chairman McGrath asked, anybody have any questions? Seeing no questions, Selectman Morin made a motion, seconded by Selectman Guessferd to withdraw up to \$500,000 dollars from the employee earned time capital reserve funds, should it be necessary to cover accrued time payouts for fiscal year 23 as recommended by the Finance Director? Carried 4-0.

#### D. Fiscal Year 2023 Encumbrances

Finance Director Lisa Labrie was again recognized. She said, you've received a list of representing 7.1 million dollars of items of purchase orders and items that we're committed to as a town that we need to bring forward into fiscal 24. The bulk of this is the police facility expansion at 4.8 million. Money that's been kept aside for the Lowell Road widening at the Sagamore Bridge, that's 1.2 million, almost 1.3 million. General Fund's got \$125,000. Sewer Fund's got \$220,000. And Water Fund has \$441,000. There's also a list if you're interested of what's been put aside for ARPA funds and those sorts of things. But these are the things that I guess by audit and law that we have to put aside. I keep track of the other PO's as well just so that we know what's rolling forward.

The Town Administrator added and this is a maximum number. This might decrease depending if things come in before the end of the year we're able to knock things off. You're going to get this off, you're not going to knock off the whole police station. But nonetheless, this is the max you'd have. So basically from an audit perspective, this is money that's been committed. It's not coming out of next year's budget. We're carrying it over because we're allowed to contractually. We have either contracts or ongoing projects or purchase orders that are outstanding ordered this year. We're allowed to carry it forward to next year to pay it off. Ms. Labrie added either the items haven't been received yet or we're committed for them. We've committed to pay them. The Town Administrator added, there was a file somewhere that had a backup of all of it. Kind of voluminous to copy, but we have it. And when the auditors come in, they review all of it. Chairman McGrath asked, anyone have any other questions? Seeing none, Selectman Morin made a motion, seconded by Selectman Dumont to encumber the not to exceed amount of \$7,117,858.31 for Fiscal Year 2023 as recommended by the Finance Director. Carried 4-0.

E. Public Works - Replacement Truck Lease Purchase

Chairman McGrath recognized Public Works Director Jay Twardosky. Mr. Twardosky began by saying Good Evening Madam Chair, Board members. We're trying to replace some of our aging fleet. So we're here to get permission to purchase these four trucks. That's a lease purchase from Grappone Ford using KS Bank. These trucks were ordered back in November, hoping that we'd get them. Ford they weren't committing to it at first. But now they have finally committed to having the four trucks available for us should we purchase them. So they will be fully set up with the dump bodies, a utility body on one of them, plows. And what you have in front of you is the whole truck, complete. So I guess we need to, I'm asking to waive the competitive bidding. Because we're going with the state bid price through Grappone Ford. The Town Administrator added, so we had budgeted what \$72,000 for these and we're actually going to come in at probably per year I think it's \$63,700. So we're getting a savings there on our annual lease. It's budgeted. We gave the authority to look back at this in November and it's a state bid. So that's the price of the state's negotiated and they got four trucks, we'll take them. Mr. Twardosky added, Ford and the up-fitters agreed to keep the exact price they gave us back in November. And that's why we're coming in a little over \$8,000 under budget. The Chairman replied that's always a good thing. The Town Administrator added, and it's a five-year lease purchase. To which Mr. Twardosky replied, correct. To which the Town Administrator replied and then we run them into the ground again. Mr. Twardosky then said and the finance charges much better than what Ford was offering through KS Bank. Chairman McGrath added that's even better.

Selectman Morin was recognized and said the 450's, that's new, right? We didn't have those before. This is a new? Mr. Twardosky replied, we have 450's. Yes. Most of the one ton, we call them one tons those trucks with the dumb bodies are 450's. The utility bodies are 350's and the extended cab trucks are 350's. Selectman Morin replied, that's all I got. Chairman McGrath asked, anybody else have any questions? Selectman Guessferd was recognized and said yeah. So I, you know, we're waiving the bid process, but I just want to make sure it's clear that we did have things to compare. Right? Cuz you went to Chevy and Dodge Ram. Mr. Twardosky replied, yes we did. Selectman Guessferd went on to say as well. Mr. Twardosky replied yes we did. They were significantly higher. Selectman Guessferd replied, right, so there was some due diligence that went on there with regard to those bids. I just always like to make sure a we've done what we can. To compare prices and, and that, you know, we document that. And make sure that we're. Mr. Twardosky replied I'll make sure that's in the file that the reason why we didn't go all the competitive bid was already done for us through the state.

Selectman Dumont was recognized and asked do you have a rough idea of what the cost difference was and I said it was a significant amount less, but. Mr. Twardosky replied the, the Dodge trucks were around \$9,000 a piece more. And the Chevys were like \$15,000 a piece more. Selectman Dumont replied I'd see that with Chevy. I would have figured Dodge was a little cheaper, but. Mr. Twardosky replied yeah. They, they would think the, but like the, they wanted to go with it with a diesel like a Chevy. And that's what brings the price up quite a bit. But they just, they weren't being real competitive with the pricing. Selectman Dumont asked and are the Ford's diesel or they gas? Mr. Twardosky replied Chevy on this size is diesel only. So that's what really brings the price up.

Seeing no further questions from the Board, Selectman Guessferd made a motion, seconded by Selectman Morin to waive the competitive bidding requirements as outlined in Hudson Town Code 90 8-1C and allow the Public Works Director to purchase three (3) Ford F-450 dual rear wheel regular cab 4x4 trucks with dump bodies and nine foot plows and one (1) Ford F-350 regular cab 4x4 truck with utility body and a nine-foot plow from Grappone Ford of Concord New Hampshire. Carried 4-0. Selectman Dumont made a motion, seconded by Selectman Guessferd to accept the Public Works Directors recommendation to purchase three (3) Ford F-450 dual rear wheel regular cab 4x4 trucks with dump bodies and nine foot plows and one (1) Ford F-350 regular cab 4x4 truck with utility body and nine-foot plow from Grappone Ford of Concord New Hampshire at a cost of \$285,189.19, and to secure funding through KS State Bank on a five-year term at \$63,726.19 per year, with the first payment due on July 10, 2023. Carried 4-0.

9. Board Liaison Reports/Other Remarks by Selectmen

Selectman Dumont: I don't have much. The only thing that I had was Benson Park cleanup day got moved from 6/17 to 7/15. Other than that I hope everyone has a nice Fourth.

Selectman Guessferd: Okay. Hudson Utility Committee met. We went over the bylaws. I will be bringing some changes to the Board at some point in the near future with regard to that.

Recreation Department - Biggest news really, summer program swung into operation this week. It started. 420 kids are registered in the program, 120 more than last year. So it's ramping. It's ramped up again since we're out of the COVID pandemic period. They did a field trip today. Roller skating like they usually do. 290 kids. They never had that many. I can imagine that Roller Kingdom was packed. They were very happy. Yeah, they were very happy, sure. The Taco Waste Park is on the agenda for them on Thursday. Still get in registration, but you have to come in person. So if you're interested still in getting your children in, you can go over there. You just have to go over in person and stop by during operating hours.

Planning Board - We're still working through the Master Plan chapters. We have a few, we had a few cases last time. We've got one tomorrow. And we're also doing a little bit of work on the bylaws as well there. So at some point we'll be bringing some forth to the Select Board as well.

And I think Sustainability met again. We're talking to other towns. I think we mentioned that last time that they were here to see the ones that have already kind of gone through this process before so we can get a feel for the ups and the downs, pros and cons of what they were doing, whoever they were using and that sort of thing. We'll continue through that process and of course we'll be meeting until October to go through the workshop on that. That's all I got.

Chairman McGrath said, okay, I'm just going to ask you a question. Are all of those children, the large number of children, are those Hudson residents? Selectman Guessferd replied, Yes. I believe it's only open to Hudson residents. The Chairman replied its remarkable what Chrissy has done with the Recreation Department and she's, I think we're very fortunate. Selectman Guessferd replied, absolutely. Very fortunate. Absolutely. And as Selectman Dumont said also, everybody be safe and enjoy the holiday, you know, 4th of July. Remember why we do it. And everybody just, we'll see you again soon. Thank you.

Selectman Morin: Let's start off with Merrill Park. It has huge changes. It is open. They have finished the, I don't want to call it a boat ramp, but the access to the river specifically, we did it for the Fire Department. It's now 10 feet wide. They can actually back the boat down to the, where the stairs are to get to the river, which in itself is a huge plus for the Fire Department. It still is a little uneven and steep, but it is so much easier and people can access the river with kayaks and canoes, so that will open that all up. They've added a space parking lot also to it, so it looks great if you haven't been down there. Take time to go down and take a look at it. They did an outstanding job.

The second thing I got, if this Board would entertain it, as you know, June has been a pretty terrible month with rain. The firefighters had a boot drive scheduled during the month, but it poured on the day that they did and they had sent me a request after Jill had put out the agenda to see if we could talk about it and approve a meeting on July 8 to make up for the one they missed if we want to talk about it, if that's okay. The Chairman replied, sure. I mean, I'm fine with July 8, but, you know, they need to get the most advantageous time. Selectman Morin replied yeah, it's the same time and everything, it was just a new date. Chairman McGrath replied no, but I mean the date too. You know, like, are people going to be away on vacation? You know, so are they not going to, I'm just thinking, you know, like I'm thinking in terms of... Selectman Morin replied they typically do it before Labor Day because they're trying to... Yeah, they actually... They do it three over the... They do one June, July and August anyway, so...Yeah. It'll be a Saturday, which is on the tune. The Board was in agreement on this. Selectman Morin made a motion, seconded by Selectman Guessferd to authorize the Firefighters to do a boot drive to replace their June Boot Drive, on July 8, 2023. Carried 4-0.

Chairman McGrath: And I don't really have anything this evening either. So I guess I'll just close it with that and wish everyone a happy 4th of July. Stay safe. Watch your drinking so that...I mean, so thank you to the Police Department for posting pictures of accidents that occur throughout the town and the arrest records. Because I saw a beauty the other day, thanks to them, where somebody was drinking, smashed his car into a tree off the road. Fortunately, he was still standing at the end, but I'm sure he was a little wobbly on his feet. So, you know, people need to think about that. And, you know, that guy ruined his car. I don't think he'll ever be able to get it driving again the way it appeared to me. So in an event, you know, I wish everybody a happy 4th, but be careful on the driving and be careful with fireworks as well. So that's all that we have.

10. Remarks by Town Administrator

Chairman McGrath recognized Town Administrator Steve Malizia who said, I don't have much other than the town offices will be over Monday, just so everybody knows, but we will be closed for the 4<sup>th</sup> of July. So, everybody, happy and safe for the July.

11. Remarks by School Board

Chairman McGrath recognize School Board Member Gary Gasdia who said, School ended, everything's going great, but I did want to thank the Town for passing the teacher's contract because we are seeing tremendous traction. And I think that for the first time in many years, we have the entire Alvirne Math Department is staffed this early in the year. We have multiple candidates for some positions. So from a teacher perspective, a few pockets we still have to fill, but really good. Our other positions, many, many openings out there, but thank you to the public for passing that. It's starting to show the benefits already. Chairman McGrath said, you're lucky because throughout the country, a lot of other schools aren't as fortunate. Mr. Gasdia replied, no, and again, it's just being competitive, right? I mean, we weren't competitive at all and now we are, and that's the difference.

12. Nonpublic Session

*Motion by Selectman Morin at 8:27p.m., seconded by Selectman Guessferd to go into non-public session under RSA 91-A:3 II (a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted. (b) The hiring of any person as a public employee. A roll call vote was taken. Carried 4-0.* Nonpublic Session was entered at 8:27 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public was asked to leave the room.

The Board entered open session at 9:15 p.m.

Motions made after nonpublic session:

- 1.) Selectman Morin made a motion, seconded by selectman Dumont to promote Jeremy Faulkner to the position of Public Works Street Supervisor, Step 5, at \$107,567 per year, effective July 2, 2023. Carried 4-0.

- 2) Selectman Guessferd made a motion, seconded by Selectman Morin to hire Derek Cote of Methuen, MA effective July 3, 2023 at \$21.98 per hour (Grade VIII, Step 1) in accordance with the Hudson Public Works Department Local #1801 AFSME Agreement. Carried 4-0.
- 3) Selectman Guessferd made a motion, seconded by Selectman Dumont to hire William Schofield for the position of Dispatcher in the Fire Department at the contracted salary rate of \$19.36 per hour (step 1). This assignment will be non-exempt position in accordance with the International Association of Firefighters Local #3154, as recommended by the Fire Chief. Carried 4-0.
- 4) Selectman Morin made a motion, seconded by Selectman Guessferd to continue the employment of Lt. Michael Mallen in a light duty capacity through August 31, 2023, as recommended by the Fire Chief. Carried 4-0.
- 5) Selectman Morin made a motion, seconded by Selectman Dumont to authorize Chief Dionne to recognize and award Captain David Cayot, Captain Steven McElhinney, Captain Patrick McStravick, and Lieutenant Patrick Broderick with a merit award of \$250 each per the Hudson Supervisors contract. Carried 4-0.
- 6) Selectman Guessferd made a motion, seconded by Selectman Morin to hire Dylan Chevalier with a starting salary of \$31.99 (step 3), all in accordance with the Hudson Police Employee Association Contract, as recommended by the Police Chief. Carried 4-0.
- 7) Selectman Morin made a motion, seconded by Selectman Dumont to award a 3.0% salary adjustment to the non-union Department Heads effective Jul 1, 2023. Carried 4-0.
- 8) Selectman Morin made a motion to adjourn at 9:20 p.m. This was seconded by Selectman Guessferd. Carried 4-0.

13. ADJOURNMENT

*Motion to adjourn at 9:20 p.m. by Selectman Morin seconded by Selectman Guessferd. Carried 4-0.*

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

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Marilyn McGrath, Chairman

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Dave Morin, Vice Chairman

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Bob Guessferd, Selectman

\_\_\_\_\_  
Dillon Dumont, Selectman

ABSENT

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Kara Roy, Selectman