



TOWN OF HUDSON

Board of Selectmen



12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6024 • Fax: 603-598-6481

BOARD OF SELECTMEN MEETING

October 26, 2021

Board of Selectmen Meeting Room, Town Hall

Agenda

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. ATTENDANCE
4. PUBLIC INPUT
5. RECOGNITIONS, NOMINATIONS & APPOINTMENTS - None
6. CONSENT ITEMS
 - A. Assessing Items - None
 - B. Water/Sewer Items - None
 - C. Licenses & Permits & Policies
 - 1) Raffle Permit - Hudson Fish & Game Club
 - D. Donations - none
 - E. Acceptance of Minutes
 - 1) Minutes of October 5, 2021
 - 2) Minutes of October 12, 2021

F. Calendar

10/27 7:00 Planning Board - Buxton Meeting Room
10/28 7:00 Zoning Board of Adjustment - Buxton Meeting Room
11/02 7:00 Board of Selectmen Workshop - BOS Meeting Room
11/03 7:00 Budget Committee - Buxton Meeting Room
11/06 10:00 a.m. Planning Board Site Walk - Friars Drive
11/08 7:00 Conservation Commission - Buxton Meeting Room
11/08 7:00 Cable Utility Committee - HCTV Meeting Room
11/09 7:00 Board of Selectmen - BOS Meeting Room
11/10 7:00 Planning Board - Hudson Community Center
11/11 Veteran's Day - Town Office's Closed

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on October 12, 2021

- 1) Selectman Morin made a motion, seconded by Selectman Gagnon to petition the Public Employees Labor Relations Board (PELRB) to remove the Chief Assessor position from the Hudson Police, Fire and Town Supervisors Association and to reclassify the position as a non-union Department Head position. Carried 5-0.
- 2) Selectman Morin made a motion, seconded by Selectman Roy to adjourn at 9:46 p.m. Carried 5-0.

B. County Road Reconfiguration Discussion

8. NEW BUSINESS

- A. Sustainability Committee - Community Choice Aggregation Presentation
- B. HFD - Health Officer Reappointment
- C. HPD - Proposed Amendment to Town Code Chapter 317 - Stop Intersections (Wentworth at Hampshire)
- D. 2021 Tax Rate
- E. FY2023 Budget
- F. Hudson School District Waiver
- G. Halloween Trick or Treat Hours
- H. Defining Relationships with Town Employees

9. REMARKS BY TOWN ADMINISTRATOR

10. REMARKS BY SCHOOL BOARD

11. OTHER BUSINESS/REMARKS BY THE SELECTMEN

12. NONPUBLIC SESSION

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. **(e)** Consideration or negotiation of pending claims or litigation which has 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. **(I)** Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

THE SELECTMEN MAY ALSO GO INTO NON-PUBLIC SESSION FOR ANY OTHER SUBJECT MATTER PERMITTED PURSUANT TO RSA 91-A:3 (II).

13. ADJOURNMENT

Reminder...

**Items for the next agenda, with complete backup, must be in the Selectmen's Office
no later than 12:00 noon on Thursday, November 4, 2021**



RECEIVED

OCT 12 2021

TOWN OF HUDSON
SELECTMEN'S OFFICE

Agenda
10-26-21

6C-1

RAFFLE PERMIT

Hudson, New Hampshire

Name of Organization: Hudson Fish and Game Club

Address: 53 Pine Rd, Hudson NH 03051

Raffle Benefit of: Hudson Fish and Game Club Junior Rifle Team

Date & Time of Raffle: April 2 2022

Raffle to be held at: Hudson Fish and Game Club

Prizes: 1st: Ruger 10/22 Takedown Rifle, 2nd: Dell Latitude Laptop Computer (Refurb),
3rd: Strike Force AR Style Stock for Ruger 10/22 rifle

Date of Ticket Sales: November 15 2021-April 2 2022

(must be after date of Board of Selectmen approval)

Applicant's Signature/Address/Phone Number


Applicant's Signature

William Dutton
Applicant's Printed Name

19 Hunter Dr, Derry NH 30338

Address

617-594-2194

Phone Number

Approved on: _____, by

HUDSON BOARD OF SELECTMEN

Chairman _____

Selectman _____

Selectman _____

Selectman _____

Selectman _____

(Fax completed form to 603-598-6481 or e-mail to weissgarber@hudsonnh.gov, with Raffle Permit in subject line.)

HUDSON, NH BOARD OF SELECTMEN

Minutes of the October 5, 2021 Meeting with the Planning Board

1. CALL TO ORDER - by Chairman McGrath the meeting of October 5, 2021 at 7:00 p.m. in the Selectmen Meeting Room at Town Hall

2. PLEDGE OF ALLEGIANCE led by Planning Board Vice Chairman Ed Van der Veen

3. ATTENDANCE

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

Planning Board Members: Chairman - Tim Malley, Ed Van der Veen, Bill Collins, Elliott Veloso, Dillon Dumont, Jordan Ulery, Victor Oates, Michael Lawlor

Absent: Leo Fauvel

Staff Others: Steve Malizia - Town Administrator; Dave Lefevre - Town Attorney; Brian Groth - Town Planner; Lisa Nute - IT Director; Jill Laffin - Executive Assistant

4. NEW BUSINESS

- A. Discussion and Planning for the Transition from an Appointed Planning Board to an Elected Planning Board

The Chairman recognized the Town Administrator who said as I understand it the Planning Board has requested a joint workshop with the Board of Selectmen to actually discuss the transition as you said from an appointed planning board to an elected planning board. That was approved by the voters at this past Town Meeting and I believe it will go into effect this upcoming March. Attorney Lefevre is here to answer questions but there are questions and just to make it visible to the public we'll discuss the transition from the appointed to elected planning board and any questions that come out with that. With that, if Mr. Malley has anything he'd like to say....

Tim Malley, Chairman of the Planning Board was recognized and said pretty much when I originally requested this joint meeting I had a lot more questions. But after digging through the RSA's I think I've answered most of my questions. But I also felt it was a good idea to have it here with the Attorney that way if any other Planning Board members had questions along the way and then televised so that the people of Hudson would see how this transaction happened and it's not going to happen in one election. It's going to be a looks like it could be a five or six year, before the final piece of that puzzle. Chairman McGrath added then it's apt to go back to the way it is now at some point. Chairman Malley added, if the voters choose to, yes.

Chairman Malley went on to say everybody got the document. This was in your packets. Pretty much when it comes to the transition it starts on page 8 of your packets. I'm sure if I state any of this wrong Attorney Lefevre will correct me. But pretty much there's six members of the Planning Board that are currently appointed. Over the next three election cycles, two member vacancies will be filled by the election. Any appointed Planning Board member, like I'm going to use myself as an example, I am going to be one of the last appointed full members of the Planning Board. If I resign or leave the Planning Board for some reason the Board of Selectmen, up until my term expires, would be the appointing authority. So we're gonna kind of be walking through this. Elections and the Board of Selectmen are still going to have appointing authority over the Planning Board. Selectman Roy spoke

up saying, but if I understand it, if you're elected, then the Planning Board replaces. Chairman Malley replied, correct. I was just on the appointed members so far. Chairman Malley went on to say, so until all those members become elected then the appointed seats will revert back to you. If an elected member resigns, then that would go to the Planning Board. So it could get a little confusing there for a little while.

Chairman Malley went on to say the alternates will be appointed by this Board, up until all members of the Planning Board are elected. Then it will go to a staggering, their terms as they stagger along, will get filled by the Planning Board themselves. The Town Administrator added, just to verify that so anybody who's in an alternate position doesn't run for office, gets appointed by, when we fully transition, by the elected Planning Board. Does that sound correct? Town Attorney, Dave Lefevre responded, it's a little bit different with the alternates because as long as there's anybody on the Planning Board, who's still appointed, the Selectmen appoint the alternates. At the point in time where all of the Planning Board members are elected, at that time the Planning Board appoints its alternates. I'm assuming that's just a rule of convenience because it's alternates. There's a statute that says that. Interestingly enough there's a variety of statutes that cover all of this. Chairman McGrath added, I've read them all. Dry reading. Attorney Lefevre replied, depends who you ask. I like when I read a statute and there's an answer. It's nice for me. Chairman Malley continued on saying, I do believe if the Board of Selectmen wanted to just get out of the appointment to the Planning Board, they could designate an authority, which could be the Planning Board themselves. Right? Attorney Lefevre replied, they could probably do that. Do you remember which statute you were looking at? Chairman Malley replied 673.12, it's on page 8. Attorney Lefevre then said, it says by the original appointing authority or designating authority. I don't know that I read that as saying by the original appointing authority or the original appointing authority's designee. I could double check that if it comes up quite frankly but I think the easy answer is that the Selectmen will be appointing alternates in the short term until we have a complete elected membership of the Planning Board at which point that responsibility or authority goes to the Planning Board.

Chairman Malley went on to say if you go to page 10, number four, this I actually took from maybe Windham's planning board but so we didn't run into the situation on December 31st people who were currently appointed had to be reappointed or you can appoint someone else. So they had the terminology in there that under the terms of office, shall commence after the Board members or alternates are sworn in. the term continues until the successor is appointed or elected and sworn in. I took that from them, put it in there to give you guys the opportunity so you didn't have to go through that whole December 31st reappointing people to the March election. Selectman Roy said that was actually a question I had is if we had to formally extend everybody to March, right? Attorney Lefevre then said there's a statute, its 673:5 III and it talks about the terms of appointed members and you're appointed for a term, three years typically, but then you get to hold over until your successor is qualified. So I would say that because we're in this transition period, and I looked and saw that all the appointed member's terms, they're appointed and end in December it looks like. So my suggestion would simply be they can either just hold over until the election and then when that person gets elected and sworn in then they can just trade out or if the Selectmen wanted to you could maybe reappoint them for just a short period of time. Three months or something but I don't even think that's necessary. The idea, the purpose to the rule, is to make sure there's somebody always holding that position because it happens probably more frequently than we all know that people get appointed to a term, the term expires. The idea, I mean, the purpose of the rule is, is to make sure that there's somebody always holding that position because it happens probably more frequently than we all know that people get appointed to a term, the term expires, nobody's paying attention internally administratively, and that person may continue to act on applications and things like that. And that's OK. It's just they continue to hold over. The Town Administrator asked, that doesn't invalidate any application, let's say somebody there and they weren't technically sworn in until March. That doesn't do anything in a court of Law? Attorney Lefevre responded, as long as they were originally sworn in properly. They're fine. So I think that answers that question. That was that was a question that that someone had asked me earlier and I looked it up.

Chairman Malley then said I think that's pretty much the transition. I mean, it's just going to be, so we're in 2021 so technically the last appointed alternate from the Board of Selectmen will be in 2026. The Town Administrator asked, wouldn't it be 2023, I thought there were only three alternates? Chairman Malley replied well, if this Board appoints them in twenty three for a three year term. The Town Administrator replied, oh, yes. The regular members, though, should be expiring by '23. Chairman Malley replied Correct. Selectman Roy asked '23 or '24? Attorney Lefevre replied '24. By '24 all the Planning Board will be elected. But because of the selections appointment of the alternates, there could still be the latest appointed Alternate might still be appointed by the selectmen for another two, two or three years. The Town Administrator added and the Selectmen would get to appoint, their member, their ex-officio. Attorney Lefevre replied yes, nothing changes there. The Town Administrator then added that's the seventh member of the Planning Board Chairman Malley added and they pick their own alternate and say the same as it's done. Attorney Lefevre agreed and said there won't be any change as far as how you don't know anything. And I mean, for what it's worth, I had seen this draft, these changes to the bylaws, like maybe two weeks ago and I went through them and, you know, just sort of double checked it and everything looks fine to me. I don't know if the plan. I mean, I'm assuming the Planning Board is probably still has to adopt them? Chairman Malley replied Right. Yeah, we still have to have our Discussion on them. Attorney Lefevre added and I made a few changes, just Minor stuff. But these bylaws are ready to go if the Planning Board wants to adopt it.

Chairman Malley then said so I guess at this point, I just wanted to have it open so if you guys had questions or any of the members of the Planning Board wanted to ask the question. Planning Board member, Bill Collins came forward and asked and member planning board member with transitioning to an elected position on the Planning Board, how are members going to be monitored you know, that are not maybe acting in the best interest of the community and maybe for themselves. I mean, right now there's stopgaps put in place to handle, you know, nefarious movements on member's parts that are overseen by the Selectmen. But as an elected planning board member, you are no longer going to have that ability, I believe, to oversee it. Selectman Roy asked is there removal authority, I guess? Attorney Lefevre replied so interestingly enough, there's a statute on it and the Board of Selectmen it says, its RSA 673:13. And the first paragraph, Roman one says that the Board of Selectmen have the authority to remove the appointed members. And then Roman two says the Board of Selectmen may, for the same cause, remove an elected member. I will tell you all that I was very surprised to see that, that the Board of Selectmen has the ability to remove an elected member of the Planning Board, but that's what the statute says. Obviously, that has to be for cause and which is inefficiency, neglect of duty, malfeasance in office, which is which is a high standard. But that's there. And I would also add just to the general concern that as elected officials, they all have to take an oath of office and they all have to do their duties with the same level of diligence as all elected officials.

Chairman McGrath then said so I'm going to have some information available. I don't know if it's next week, but I'm going to make sure that it gets sent to the Planning Board members, Conservation Commission members, any elected board, any appointed board, land use board so that they know exactly what a conflict of interest is and because there's been some questions about that. We interviewed a couple of candidates at our last meeting and one of them in particular didn't seem to understand what a conflict of interest truly was. So I've got some information that I'm going to be passing out, and I'm going to make sure that all the land use members get copies of it.

Attorney Lefevre then said I'll just throw this in there because there's also a statute on this, which is a training. I mean, when you have somebody who gets elected, there's the possibility that somebody gets elected that really doesn't have a whole lot of familiarity with land use, right to know law, you know, all the sort of typical municipal law issues that a lot of us take for granted. And there's a statute that contemplates training, usually by the office, the Office of Energy and Planning. But you know, the Municipal Association has training and all that sort of thing. So that might be something just to keep on everyone's radar to have, you know, I don't know that it can be compulsory, but it would be a good idea. Chairman McGrath added and that's offered, I think, every year by the Municipal

Association. And the Town offers that to all of the land use members, whether or not they take advantage of it. I don't, I don't know. But Brian?

Town Planner Brian Groth was recognized and said it's a question for you, Dave. Chairman McGrath then said oh I thought you were going to answer that question. Mr. Groth replied, I have a half answer. To which Chairman McGrath replied okay. Mr. Groth went on to say so half of the answer is I asked the state about this. There was legislation a year or two ago that attempted to mandate training for planning board members. It did not pass. So I think what we reviewed, we found that we could strongly recommend it, but not require it. Attorney Lefevre added and I think that's right. When you look at the statute, it says, may, and not shall. So it is discretionary, but my experience, most people who you know, if you have somebody that's running for an elected position and gets elected, I'm going to assume that they would be interested in taking some training to, you know...Chairman McGrath said you can't assume that. Attorney Lefevre said well, I have faith. Chairman McGrath then said I've been there when it hasn't been taken advantage of. Selectman Roy was recognized and said I know in the past, I think pre-COVID we invited NHMA to come here and do some of the training, the right to know. The Town Administrator said we've actually done it here. We've done it more than it might. Selectman Roy replied it might be something that worthwhile to look at. The Town Administrator added that's been a range. It's a small range. I mean, this is more kind of very more specific. There's also the law lecture series, I think that they used to do. Attorney Lefevre replied I don't know if they still do that. There was the fall lecture series, but annually they have their, it's a one or two or maybe even more day seminar that's broken up into blocks. And so, you know, they'll have land use seminars that are really meant for, you know, new people. And it's a good thing. And I'm sure they send around flyers and let everybody know what's on their, you know, schedule for the meeting. It comes up in the wintertime usually. Chairman McGrath replied Yeah, I think in the fall. The Town Administrator added the NHMA conference, it's in November. Two days and most of the material is online if you can't make it. Attorney Lefevre said there also are publications. I think that OEP puts out one for planning boards and zoning boards. So there's also there's a lot of content available for people that want to look at it. Question.

Planning Board Vice-Chairman was recognized and said Ed van der Veen I so the Board of Selectmen removal of an elected board member, should that be that process, be outlined in the rules of procedure Just so that...Attorney Lefevre said it might be in there? Did you put it in there? Chairman Malley said it's in there. Attorney Lefevre said I think there's a lot of the changes that are in the bylaws are really just a reiteration or recitation of the statute into the bylaws, just as a quick reference for people. But I thought it was in there. Selectman Roy said, it's Page 11.

Selectman Gagnon was recognized and said just a note I'm searching here as we talk, and there actually is a 2020 release of the Planning Board in New Hampshire handbook for local officials. It's quite long, but every time I search something, questions you bring up are all in here, so it may be a good reference to use. Additionally, to your ordinances or to your bylaws to have a look at, I can send it to if you'd like. The Town Planner responded saying that's part of our onboarding package, so every new member gets that.

Mr. Van der Veen just replied one just refers to appointed board members. Doesn't say anything about elected. You have to go two. That's where two gives you the authority for removal of an elected. Mr. Van der Veen replied Ok. All right. Now I got it. Thank you.

Chairman McGrath then said anyone else have any questions or comments or. It's going to be a short meeting. So if we're done with the election of planning board members and that discussion, I want to move on to one other thing that I'm concerned about, and that's the Planning Board taking care of zoning changes. Have you started working on any zoning changes for the upcoming election?

Chairman Malley replied we have a couple in the pipeline that are going to be brought before the Planning Board the 27th is it? We haven't set the agenda yet. Chairman McGrath then said okay, because I've had conversations with Mr. Buttrick and he's got some items. He's got three items that

he really wants to get on the on the ballot in March. And if you don't start working on them, I'm aiming this at Brian. You don't start working on them, then they're not going to get taken care of because you need to have public hearings and. Chairman Malley said our last two Planning Board meetings we've actually sent out an asked the members if there was any zoning ordinances that they wanted to work on Also forward to forward to Brian. Chairman McGrath responded saying he's got I think he's got three and it's related to the zoning ordinance in existence and he's got some problems or some issues with, I don't know what they are, but he wants to, you know, he's trying to get it cleaned up so that when he has to do enforcement with it, it makes it easier for him. Chairman Malley replied saying I look forward to him forwarding them to me. Chairman McGrath asked what's that? Chairman Malley again said, I said, I look forward to him, forwarding them to me. Chairman McGrath said Yeah, I've talked to him the other day, so I think he's been having conversations with Brian. So, OK, so that's all I have.

Chairman Malley then said sorry to drag everybody out, but I figured it was better to have this discussion in in public. Selectman Roy replied saying this is important. Selectman Morin said I just want to thank you for making our meeting short by taking care of all this before the meeting.

I'll probably leave you with one tidbit. When I was first appointed to the planning board, I was appointed for a five year term. Then they changed it to three. Chairman Malley said that's a long term. Chairman McGrath said It is a long term. Ok, so I guess we can adjourn this part of the meeting. Chairman Malley said they've got nothing so I guess we did our job as well. Chairman McGrath said okay, thank you. Thank you. Thanks. It's nice to see all of you. Chairman Malley asked Chairman McGrath when are you coming back? To which Chairman McGrath replied, when I can walk. That's getting closer every day. Attorney Lefevre asked if he was all set to go to which Chairman McGrath replied, yes you're all set Dave.

Selectman Roy asked Chairman McGrath, the conflict of interest information, what source is that from? To which Chairman McGrath replied it's from the RSA's and it's from a court case. Selectman Roy asked what's the court case? Chairman McGrath replied I don't know if off the top of my head. Selectman Roy then asked are you going to send it to us also? To which Chairman McGrath replied absolutely because I don't think some of the members understand that. Selectman Roy replied saying I would agree with that statement. I don't think that some of the members understand.

The Town Administrator said would you like me to read the motion to get everybody to make their way to the door? The Chairman said we'll let them clear out and then...

The Town Administrator said the Chairman will now entertain a motion to go into nonpublic under RSA 91-A:3 II (b) The hiring of any person as a public employee.

5. Nonpublic Session

Motion by Selectman Roy at 7:25 p.m., seconded by Selectman Guessferd to go into non-public session under RSA 91-A: 3 II (b) the hiring of any person as a public employee. A roll call vote was taken. Carried 5-0.

Chairman McGrath entered Nonpublic Session at 7:25 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman McGrath entered open session at 7:47 p.m.

Motions made after nonpublic session

1) Selectman Roy made a motion, seconded by Selectman Morin to hire Doug Bosteels for the position of IT Technician at the rate of \$39.61 an hour, effective October 6, 2021. Carried 5-0.

6. ADJOURNMENT

Motion to adjourn at 7:48 p.m. by Selectman Gagnon seconded by Selectman Guessferd. Carried 5-0.

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

Marilyn E. McGrath, Chairman

Bob Guessferd, Vice Chairman

David Morin, Selectman

Kara Roy, Selectman

Brett Gagnon, Selectmen

DRAFT

HUDSON, NH BOARD OF SELECTMEN

Minutes of the October 12, 2021 Meeting

1. CALL TO ORDER - by Chairman McGrath the meeting of October 12, 2021 at 6:59 p.m. in the Selectmen Meeting Room at Town Hall
2. PLEDGE OF ALLEGIANCE led by Town Planner Brian Groth
3. ATTENDANCE

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

Staff/Others: Steve Malizia, Town Administrator; Rob Buxton - Fire Chief; Bill Avery - Police Chief; Brian Groth - Town Planner; Gary Gasdia - School Board Chairman; Jill Laffin - Executive Assistant

4. PUBLIC INPUT

James Crowley, 4 Fairway Drive

Mr. Crowley started off saying James Crowley, and I live at four Fairway Drive. I want to apologize the Board of Selectmen, if I unnecessarily use up your valuable time, I need your guidance to how to address my concern. It is also appears my concern has to be addressed publicly to avoid any problems for town representatives or the Town as a whole in the future. First, some history. Some weeks ago, I came before the Board of Selectmen to ask about making changes to the zoning ordinance. At the time, I should have mentioned Hudson Regulation chapters as well. I was informed the Planning Board was in the process of reviewing them, and that was the appropriate route to follow. One week ago, I attended the Joint Board of Selectmen Planning Board meeting. The agenda was to review New Town Code for Elected Planning Board members. At that joint meeting, I noticed the town attorney advising the town even had a book of applicable write essays with what looked like many bookmarks. My intent was to observe firsthand the process of changing town regulations. For my understanding, public hearings are necessary prior to the March town vote on proposed changes. I think the only other alternative is by public petition to get something on the March ballot example being the election of planning board members. As a point of pointing them. After the joint meeting, I talked to the town planner about possible revisions to Chapter 202 explosives. As I understand it from him, the Planning Board limits their public review and discussions to land use regulations, such as what was presented last week about the Planning Board and site subdivision, driveway and storm water regulations, and then also, I guess, 334 at the moment. So it appears I have to bring my concern back to the Board of Selectmen for guidance and how to proceed. Before you respond, I would like to state that I consider that the public notification requirements in Chapter 202 for explosives and resulting blasting are insufficient in today's environment. Specifically, 202-18 requires three consecutive days notification in a local daily newspaper, and once it started blasting in a local weekly newspaper, the Telegraph and former Hudson Litchfield News no longer fulfill this requirement. The regulation needs to be updated to truly inform the public in a way that protects everyone, including Landover landowner. With that, sufficient blasting notification has been met. Currently, the only real notification of scenes seemed to be your windows rattling or if you are lucky or possibly unlucky, depending on individual opinion and getting a required 202-19 pre blast survey within five hundred feet of the anticipated blast area, possibly an updated process such as a site plan or subdivision application acceptance or conditional use notification requirements could be incorporated. However, additional blasting may be required after an initial notification. How would that be handled? I do not have answers but feel it should be discussed in public to hopefully obtain the greatest equitable solution to all. I need Board of Selectmen guidance on how to proceed with

my concerns since the Board provides recommendation votes on various items on the March ballot, I would prefer some feedback or your thoughts if possible. I don't know if I should try to get this on the Board of Selectmen agenda or press for future Planning Board or petition.

Chairman McGrath replied I'm not quite sure myself and I likely misunderstood what you were trying to get at the last meeting when you were here. I thought that it was zoning. You know, zoning changes like lot lines, uses, things like that. I should have pressed further for more info. Mr. Crowley replied personally, I was kind of vague. I was kind of a novice in this area, to say the least, so I was trying to find out. Chairman McGrath then said I'm not I'm not so sure myself, but let me check with we'll check with the Zoning Administrator and we'll also check with the Town Planner and get some guidance from them. And if it needs to come before us, we'll notify you and we'll notify you either way. Mr. Crowley responded saying Ok, I appreciate that.

The Town Administrator said if I could interject, so that's Town Code. Town Code is this Board. So either the Department Head staff comes forward with recommendation, a citizen comes forward the recommendation. You have the authority to change Town Code with two public hearings if you're so if you're so inclined to do so. As you recall, we've done that with other parts of Town Code. Those are not zoning ordinances. That's actually Town Code. I think propagated with some of the fire department's input for the explosive chapter. So that is that is collectively the Board of Selectmen. So if there's something you're proposing, I would presume you'd bring it to the Board of Selectmen. They could refer it to staff for review and they could bring it back here. If the Boards inclined, they would do two public hearings allow the public to comment. And after two public hearings that the Board is inclined to, they could vote to change the Town Code because what you're specifically referring to is in Chapter 202 - Town Code that's this Board of Selectmen.

Well, for me, as I understand, are references to the Fire Department when you read the code. So maybe I should approach him first. That might be a good recommendation to approach the Fire Chief who's nodding his head in assent, because what you make is some valid points about the newspapers. We clearly can't comply. There's no daily newspaper. Mr. Crowley added, I mean, it's unfair to everybody, even the landlord.

The Town Administrator said but I don't want you to go down the Planning Board. There's not a Planning Board issue. It's a Town Code and so therefore, if you work with Fire Chief, if you see some things that you, you recommend, it would come to this Board for consideration. If the Board's amenable, it has to have two public hearings. I said the two public hearings, the Board could simply vote and change that part of the code. Mr. Crowley then said well, thanks for allowing me to this time and thanks for your service.

Sue Gosselin, Fairway Drive

I would just like to express my recommendation for Mr. Thompson, for the Zoning Board, as you know that we all kind of started watching more in the past year and a half with our neighborhood. And I watched him over the last year and a half, and he's not part of our neighborhood. He's part of the Town and he, in my opinion, showed up in all the meetings through the pandemic. He was always there asking the appropriate questions very rational, very logical and very mild mannered. You know, as you saw at court, I'm kind of looking for a little bit of balance instead of the ups and downs. And what I saw, the questions that he asked were some questions about. If that's not dedication for, you know, then I don't know what it is. I know from the past several years there's been comments, well, you know, it's easy to be on this side of the table and not on that side of the table. And if you cared or if you feel like you want to change things, then come join us. And here we have a gentleman who's willing to do that through a pandemic, through something that was about the town and not just my neighborhood. My two cents, thank you for your time.

Heidi Jakoby, 94 Gowing Road

I'm just here to speak and endorse both Edward Thompson and Dean Sakati. I've known them for over a year. I find them both to be very balanced and very thought forward. They think before they act, they have a high level of integrity and a high level of ethics. And before making any decision, I truly believe they would consider whether there's any conflict of interest because I know that was a concern of the board, whether it's appropriate for them to be part of the conversation, how to be part of the conversation and what questions to ask. What I have always respected in both of these men are the questions they ask and how they respond with dignity and forethought and integrity. So I just want to support both of them being appointed to the ZBA this evening. Thank you.

5. Interviews and Appointments

A. Appointment

1) Cable Utility Committee - (4 member vacancies, 2 expire 4/30/22, 2 expire 4/30/23)

Len Segal (applying for a term to expire 4/30/23)

Selectman Guessferd made a motion, seconded by Selectman Morin to appoint Len Segal as a member of the Cable Utility Committee with a term to expire 4/30/23. Carried 5-0.

2) Zoning Board of Adjustment - (4 alternate member vacancies 2 terms to expire 12/31/21, 1 term to expire 12/31/22, 1 term to expire 12/31/23)

Edward Thompson (applying for alternate member term expiring 12/31/23)

Chairman McGrath explained that Mr. Thompson originally applied for the ZBA alternate term to expire 12/31/21 but now its 12/31/23 and asked would anyone care to make a motion? We have Mr. Thompson, Edward Thompson, he applied for an alternate member term expiring initially, it was 12/31 of '21. Now it's 12/31 of '23. Anyone care to make a motion on it? Selectman Morin stated, I'd like to make a comment. He was recognized by the Chairman and went on to say I will not be voting for Mr. Thompson. When we had our discussion, it was kind of confusing. The gentleman makes a lot of the meetings, Planning, Zoning, Board of Selectmen and the next breath he's telling us he doesn't have enough time because he participates in a lot of things, a lot of organizations, a condo board and things like that. He has to travel and he's already on one committee. We heard that he couldn't make it. That's why he only wanted to be to December. And in my opinion, once he saw where things were going, he jumped his term to end on in '23. So I'm not sure how we can go, I don't have enough time and I have all these reasons why, which were legitimate reasons. But then just a flip of a hat, we can go to '23. That concerns me greatly. We don't want to run into the situation we have now. I'd hate to see us put so many on the board and then end up right back here doing this anyway. I just don't feel that he's going to be able to do it with all the things he's got going at this point. When we talked about the Zoning Board and them being the judges, he answered that it's the neighbors and I gave him the answer that it's RSA's, rules, regulations, laws. And again, he stated, well, the neighbors, well, I don't think he has a good grasp of what that position is, and I will say it again. The Zoning Board acts as judges. Their final decision, and it's very important that the person or the people that serve on that board know what that means. Being a judge, not because the neighbors don't like it. You have a lot of other things you have to look at, and I don't think he was grasping that. The last thing when we talked about conflict interest, I don't think he answered that one well, either. And he even stated, I

expected an answer like that, a question like this, and he couldn't answer it. So that bothers me. Also, he knew that was coming. I would have been prepared for that one. So I won't be voting for him.

Selectman Roy made a motion to appoint Edward Thompson as an alternate member to the Zoning Board of Adjustment with a term to expire 12/31/23, this was seconded by Selectman Gagnon. The Chairman asked if there was any other discussion and Selectman Guessferd was recognized. Selectman Guessferd said Thank you, Madam Chair. My focus. A lot of times most of the time is listening to the citizens of our Town. I would I would agree that he didn't necessarily handle the questions in the best way possible at the point of the point of the interview. However, he has proven to be from everything I can see and the input that we've received, and we've received a number of a number of emails in support of him, a responsible person, if there are areas, we all have areas in our and our expertise where we might be need to be shored up. I get that. I don't know everything there is to know about being a selectman, but I think that he will do a good job in this. In this particular job, he's stepping forward. We don't have a lot of people that are doing that, stepping forward to take these positions. And so those are things that resonate with me in terms of being in support of him. Again, I've seen a lot of support for him and I always again try to listen to the voices of the citizens of this Town. One other point, and Selectman Morin you make a good point about being busy. I don't think there's anybody else in this room who knows how much or as much as I on being busy. I'm another one of those individuals that has a lot on his plate, but I think he got it, that he's going to have to step forward and do the job and, and that's kind of and I thoroughly understand that. And when you go forwards for something you need to kind of be able to balance all those things. I think he can do that. So that's just that's my rationale for supporting him.

Selectman Gagnon was recognized and said quickly, I don't think it needs to be debated. I know we probably all have our thoughts. I figure it necessary to explain that I believe I'm not mistaken that he did ask for the shorter term. But then after, you know, having quite a lot of questions put on him, he actually stood up and accepted the longer term which was presented to him to accept instead of the shorter term. So I thought that was very big of him to come in with thinking you can only do so much. And then being asked, hey, will you do more? And on the spot, he said, Yes, I'll take a longer term. And I personally believe he understands what the legal definition of conflict of interest is. And that's all I had. Thank you.

Seeing no further comments Chairman McGrath said then I'm going to make a comment. I, too, am not going to support Mr. Thompson. For one overriding reason, and it's a very important reason to me. And that was what Selectman Morin indicated when he was asked about a conflict of interest. His response was not only lacking, but it was almost like he was making fun of it. Like, it wasn't important that it's not an important concept to have, and we get sued enough in this town. We get sued enough over cases that really shouldn't be sued over. And if we have someone on the board serving on behalf of the Town in a position of its, it's a pseudo legal position that if you make a, if you make a mistake, that's one thing. If you make a mistake knowing you shouldn't do something and you do it anyway and you put the Town in a position where they're going to be, that we're going to be sued and the taxpayers are going to have to pay for that. I can't support it. I can't support that person and I can't support putting them on a board where we're setting them up to fail and setting them up to fail for the Town. So I too will not be voting for Mr. Thompson, and I had great hope for him when I first met him. But I don't think that I, I don't think we should be. There may be other boards that he could easily serve on and not put the Town in a precarious position, but certainly not the Zoning Board and certainly not the Planning Board, because we all know exactly how he feels about it. So therefore all those in favor signify by saying I by those opposed no nay to an opposition three in favor of motion has carried 3-2, McGrath/Morin opposed. The Chairman then said Just remember this. If we get a lawsuit so Zoning Board.

- 3) Zoning Board of Adjustment - (4 alternate member vacancies 2 terms to expire 12/31/21, 1 terms to expire 12/31/22, 1 term to expire 12/31/23)

Dean Sakati (applying for alternate member term expiring 12/31/22)

Chairman McGrath asked if there was any discussion? Any motion? Selectman Gagnon made a motion, seconded by Selectman Guessferd to appoint Dean Sakati as an alternate member of the Zoning Board of Adjustment with a term to expire 12/31/22. Chairman McGrath asked if there was any discussion. The Chairman then said, I'll have some discussion on this. I will support Mr. Sakati. And the reason why primarily, that I'm supporting him, is that he seemed to get the concept of a conflict of interest, and he made the statement in this room before this Board that he would step down if there was a conflict, if he was challenged. So therefore, I feel I can put them put him in that position because he seems to get it. Any discussion, seeing none a vote was taken. Carried 5-0.

Chairman McGrath asked if any selectman had any items they'd like removed for separate consideration. The Town Administrator asked that item 6D 1&2 be removed for separate consideration.

Selectman Roy made a motion, seconded by Selectman Morin to approve items Consent Items A, B, C, D1, E & F. Carried 5-0.

The Town Administrator was recognized and said Chief Avery would like to come up and say a few words. Chief Avery said thank you, Madam Chair. Good evening members of the Board. Briefly, I just want to address the Board on this donation. As everybody knows, and I'm sure the people behind me are aware, that we I lost a very close friend, sergeant on the Hudson Police Department, Sergeant Donna Briggs, about three weeks ago in a tragic homicide over in Kingston. Members of my department wanted to do something nice in memory of Sergeant Briggs that will forever stay at the building at 1 Constitution Drive began researching and looking into some different ideas and our team, our staff went up to Hudson Quarry and to get a granite bench. We were going to purchase a granite bench and then have it engraved. The management staff up at Hudson Quarry graciously donated a slab of granite that will be made into a bench that will be put in the front of the Hudson Police Department. So I do want to recognize Hudson Quarry. I thank them. I know my entire staff thanks them and I know her family will thank them. Secondly, Hudson Monument down on Dracut Road at Dracut and Sanders. They also came forward and were willing to donate the engraving, which is time consuming and costly, so that the granite costs \$421 dollars and then Hudson Monuments donated basically \$300 dollars of time and effort to engrave this granite slab that again will be placed in front of the Hudson Police Department. I am looking for you to accept the donations of this money, and but I did want to recognize those two businesses for stepping up and helping out myself, her family and the rest of the Hudson Police Department. Selectman Morin made a motion, seconded by Selectman Gagnon to approve consent donations D2 & D3. Carried 5-0.

6. CONSENT ITEMS

A. Assessing Items

- 1) Yield Tax Timber Abatement: Map 200, Lot 7, 65 Bush Hill Road
- 2) Certification of Yield Taxes: Map 105, Lot 017, Sub 004, 197 Robinson Road
- 3) Current Use Lien Releases: Map 194, Lot 9-5, 146 Standish Lane, Map 194, Lot 9-7, 158 Standish Lane

B. Water/Sewer Items

- 1) Water Abatement - W-UTL-21-07, Acct.#3508106701

C. Licenses & Permits & Policies

- 1) Outdoor Gathering Permit - Road Race - Mill Cities Relay

D. Donations

- 1) \$1,200.00 to be used to purchase/maintain maple tree donation - Benson Park
- 2) Donation of a granite bench valued at \$421 from Hudson Quarry, to the Hudson Police Department in Memory of Sgt. Briggs
- 3) Donation of engraving of the granite bench from Hudson Monuments with a value of \$300, to Hudson Police Department in Memory of Sgt. Briggs

E. Acceptance of Minutes

- 1) Minutes of September 28, 2021

F. Calendar

- 10/13 7:00 Planning Board - Buxton Meeting Room
- 10/14 7:00 Board of Selectmen Budget Review - BOS Meeting Room
- 10/14 7:00 Sustainability Committee - Buxton Meeting Room
- 10/18 7:00 Traffic Advisory Committee - Buxton Meeting Room
- 10/18 7:00 Conservation Commission - BOS Meeting Room
- 10/19 7:00 Board of Selectmen Budget Review - BOS Meeting Room
- 10/19 7:00 Municipal Utility Committee - Buxton Meeting Room
- 10/20 6:00 Library Trustees - Hills Memorial Library
- 10/20 7:00 Planning Board - Hudson Community Center
- 10/21 7:00 Benson Park Committee - HCTV Meeting Room
- 10/21 7:00 Board of Selectmen Budget Review - BOS Meeting Room
- 10/25 7:00 Sustainability Committee - Buxton Meeting Room
- 10/26 7:00 Board of Selectmen - BOS Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on September 28, 2021

- 1) Selectman Morin made a motion, seconded by Selectman Guessferd to hire Christos Tufts as a HCTV Camera Operator, and will be classified as a "Regular Special Shift Employee" at the current rate of \$12.50 per hour. Carried 5-0.
- 2) Motion to adjourn at 10:00 p.m. by Selectman Morin, seconded by Selectman Gagnon. Carried 5-0.

B. IT Director Position

The Town Administrator was recognized and said I received or I solicited job descriptions from Municipal Resources who provided me with three recent recruitments that they did for IT Director or IT manager. I also have solicited from MRI, but got to it job director descriptions, one from Goffstown and one from Rochester. I believe these are all emails for you folks last week, so we had an opportunity to look at them. I believe the intent was to take a look at what's out there on job descriptions to see how you may want to modify the town of Hudson's job description. But the ultimate goal of putting the position out for recruitment. So one step at a time, I believe. Chairman McGrath asked any discussion? Selectman Roy was recognized and said Yeah, so, um, I think if I were to start, um, and I think I said this at the last meeting for a minimum qualification, I think that it should be, um, a master's degree preferred but a minimum of a bachelor's degree in computer science and/or related field and a minimum of five years of related experience, preferably in a municipality. Right. So that would be my first suggestion and change. Selectman Morin said my question with the Masters. Can we afford it? Selectman Roy replied, well, I don't know, can we not? Selectman Morin responded no, but can we? No, I don't think. I don't think we're going to be. You know what I mean? Selectman Roy said I just think in this day and age...Selectman Morin said I don't disagree. I don't think we can afford it.

Selectman Gagnon was recognized and said I guess I agree with the three of you. Of course, a master's, I think an I.T. professional is very important in today's world for obvious reasons. It's an ever changing position. So certifications are incredibly important in those kind of roles. And to your concern, although I understand completely, I don't see a negative to adding it to the job description. If we find someone that comes in front of us, that's phenomenal, doesn't have a masters, but is within our price range and is excellent, then we can still say yes to them. So I don't think adding that language in there would potentially hurt us and bypass it if needed. Selectman Morin said I don't mind out there either. I just don't know if we're going to get for what this Town pays people. I don't think we're going to get anybody. Selectman Roy then said but I guess we don't know if we don't ask kind of thing, you know, because it could be somebody that works in Boston and they live in Hudson and then they want to they want a five mile commute instead of a fifty five mile commute, right? So, you know, as willing to be paid for that. Selectman Morin said I just don't want to see us pricing ourselves out. Selectman Roy replied, no, but I don't. And it's not. We're not insisting on a masters. We're saying a bachelor's minimum and a preference for a master's degree.

The Town Administrator said so the wording might say something like bachelor's degree and five years of relevant experience master's degree in information technology preferred. Selectman Roy said Yeah something to that. The Town Administrator said that's pretty much lifted from Goffstown. That way you're not just getting masters degrees. Selectman Roy replied, right, right. Selectman Guessferd said exactly. The Town Administrator asked would that be amenable. Is that that something sounds reasonable? The Chairman said sounds reasonable.

Chairman McGrath asked, anything else? Selectman Guessferd was recognized and said I had one other comment Madam Chair. I didn't see anything in here, and I look I look through all of these and that I didn't see anything that at least just set a knowledge of, I think in today's day and age cybersecurity, I'm thinking that we can add that to the knowledge requirements, perhaps not in, not in the minimum qualifications, but in the knowledge, skills and abilities. Chairman McGrath said I thought I did see that somewhere. I thought I did. Selectman Guessferd said did you? If I missed it, I'm sorry about that. But I know that some of them had. I think at least one of them might have had that, but I just think it's necessary to make sure that we have, you know, that that's part of the description of the responsibilities or the knowledge skills. I know we don't really say anything in here specific to specific areas of it in the knowledge, skills and ability we talk about town code regulations, SOPs directives, written policies, we talk about operations and functions of windows and related servers. I'm wondering if we could also add in working knowledge of cybersecurity issues or something to that effect.

Chairman McGrath said I think in this day and age we have to. So, you know, I thought that I had seen, I looked at all of these. I thought I saw it somewhere. But I but I also know that our I.T. department is very cognizant of security. Selectman Guessferd said Yes, I agree. Selectman Roy said and I agree, but I still think it sort of needs to be part of the description, right? Chairman McGrath said I don't disagree. I'm just I'm saying I think that they really pay attention to that now, and I thought that I saw it somewhere.

The Town Administrator said so under our job description. B5, it says responsible for security of the Town's computer system, including remote sites, multiple computers manage the security integrity of equipment and files. If you wanted to under the knowledge and skills under number C1 we could add a sentence that says working knowledge of cybersecurity. I mean, that seems to be what I've seen in some of the other ones. That may that may just kind of put a little bit more oomph in there. You do have something in the in the specific duties, but if you wanted to put something in a knowledge and skill you could maybe put a sentence like that if the Board was an amenable. Selectman Guessferd said I think it kind of needs to be emphasized that that's a piece that is something relatively new. The Town Administrator said I think it's something it's really new, but it's definitely of importance. Selectman Guessferd said emphasis because I just know that every year we see more and more regulations at the federal level and at the state and municipal level regarding that, and of course, you know, we we all run into cybersecurity things that occur, whether it's a phishing attempt or things like that. So just I just thought it might be an area we might want to at least put something in. Mr. Malizia asked, is that reasonable under putting it under, C1 just putting that working knowledge of cybersecurity that just puts another emphasis on it.

Selectman Roy said so to Mr. Guessferd' s point, I actually think that whole kind of knowledge, skills and abilities thing we might want to beef up a little. And I look at something like Plymouth's where and it addresses that It says comprehensive knowledge of the operating systems for a wide range of computer operating systems and software applications. knowledge of the computer industry and technology, evolving products, knowledge of various computer languages, Microsoft Office, working knowledge of computer networking, telecommunications. Some of the stuff, Quite frankly, I don't know if we use or not. Microsoft Exchange, Local Area Network and then it says cyber-attack prevention, which I think is what we're talking about. MS Office, Munis, virtual systems. So it's on Page two of the Plymouth, Plymouth, Massachusetts. I think if we if we beefed that up to include all of those things, because that's what we need, you know, somebody that, because it can't be limited to what we have because we don't know if that's what we're going to keep in the future. Right. So we have I think we have to have language that they're going to keep up with that stuff so that if we are going to transition to another type of service or program, that that they're able to be able to do that.

Selectman Gagnon was recognized and said I'm scanning through some of the other examples, and I'm not seeing it, so it may not be relevant, but you know, to the point of training, would having a section in there for ongoing training be appropriate now to Mr. Morin's point, you know, that would obviously cost money to pay for their ongoing training. But you know, in a in a field that, you know, a move so quickly I kind of think keeping training up to date is probably the most important for that type of role. If we could afford it, again, but not do it, we can put it in there and not do it. But would it be necessary to put in a section saying, you know, being available and amenable to ongoing training, whether it's every six months, once a year, so forth? Attend meetings, conferences, workshops and trainings. Oh, so there is actually under Goffstown. There is an embedded one that says attend meetings, conferences, workshops, training sessions, review publications, materials to become and remain current. I think that's actually a more delicate way of saying is remaining current, I think, is a top priority. Chairman McGrath asked Steve, do you know if they do that now? The Town Administrator replied, yes, they do. The whole group does it. It's a continuous process. I mean, we don't have a bunch of ragtag team members in the IT Department. They seem to be really... just give me a minute. They seem to be, from my perspective, they seem to be up on their training and all of the needs of this Town. It seems to me I'm not IT expert, but I worked at BAE I had plenty of training there and I've gotten it here through emails and other things. Selectman Roy asked is that something that's in their budget is? Because I know, Lisa's Miss Nute have Talked about it before, but do we?

Is that something the Town supports financially? The Town Administrator replied, yes. She actually does training for all employees of the town and her Town. Selectman Roy replied, right but in specific to her staff? The Town Administrator replied they're not exempt from it or immune from it. And they train more than probably the rest of us. The rest of us do. Selectman Roy said I guess, they do stuff specifically for IT correct? Training? To keep up to date. Not just the regular. They do the stuff for the rest of us. The Town Administrator replied, they do IT stuff yes, and then they do the stuff for the rest of us.

Selectman Morin was recognized and said, I don't think Mr. Gannon, Selectman Gannon's suggestions a bad thing. Other departments have training requirements in their policies too. Adding it in it's not going to hurt anything and it just backs us up that they have to get training. I don't think that's a problem. The Town Administrator asked, could you just point out where you saw that again? Selectman Roy replied its Goffstown, its page two of three. And it's like the second bullet point. The first bullet point in the second page, attends meetings, conferences.

Selectman Gagnon was recognized and said if I could just add quickly to that to Madam Chairman's point. You know, I think our IT Department is fabulous for sure. And I mean, are we trying to degrade them? But I think they are doing so much that it would be nice to have their job description match what they're doing. So in the event that maybe someone else takes a position and falls back and doesn't want to do as much as they are right now, we can hold them to their job description. But right now they're going above and beyond what their job description is. I think Mrs. Roy's point is just making sure the job description highlights everything they are actually doing for us, so we get someone in a similar role doing similar things.

The Town Administrator said so just to circle back, we could add that section. And then you want to add just verbatim the Plymouth knowledge section to this job description. I get that before I like that, that's my note. But that's just what I make sure that's what you want to do. Selectman Roy replied right.

Selectman Guessferd said one other small point, I don't know if we need to elaborate on more, but we do say in here they coordinate liaison with other departments, with the School Department, and I was noticing in one of the other ones here that was Rochester, where they used the term cultivate and expand the relationship. When and where does it expand the relationship with the school department information technology staff to leverage potential savings? And this is one thing we're doing anyway, right? We're doing now. From collaboration and system sharing. I like I like that part of it as well to work. What do you think about that Chairman Gasdia? Chairman Gasdia was replied yeah, no. I guess it sort of goes to Selectman Gagnon's point. I think that's something we're doing already. And if you know, as long as it doesn't price us out of the Market. Everything you're saying here is phenomenal, but as someone who hires IT people nonstop as part of my job every day, the more you put in that, that price tag does go up, but we're doing it anyway. So if you put it in, there's no harm to it.

Selectman Guessferd said see the phrase it says to leverage, because I think we do say it in their already. Liaison to department heads, town boards and committees Rogers Moral Library IT and the school department for matters related to municipal government IT. We could add and leveraging, you know, the leverage potential savings, I don't know. You know, it's something that I could I can if we can fit it in there. I think it's a good statement to make because it kind of shows that collaboration piece. Chairman McGrath asked Selectman Guessferd, say that again, Selectman Guessferd said where it says so we talk about here lays on to the different departments. I won't read every word of it. But we could add and leverage potential savings from collaboration and system sharing. Something to that effect.

Selectman Morin asked Chairman Gasdia, do you have anything like that in your job description for IT? Chairman Gasdia replied I don't believe that we do. I can't say definitively. But I don't believe so.

Selectman Morin said I'd like to see it on their side if we're going to do it. I mean, if it's going to work, it's got to work on both sides.

Selectman Guessferd said absolutely. Selectman Roy said right. But it's got to start somewhere, right? Selectman Morin said No, no. But I don't want to, you know what I mean? And then we put this there and then we get nothing. Selectman Roy said you know, we're trying to update something that was written 15 years ago, right? So in an ever kind of evolving area, you know? Selectman Morin said I just think we're putting stuff in there that's never going to happen. We've seen it before. Selectman Roy said well, it's never going to happen if we don't. Selectman Morin replied, I understand it's not. Looking at all of them, except one has bachelor's degrees. Just I just think we're pricing ourselves out for that one and we can put it in. I'm all for it, but I just don't think we're going to get it for what we pay.

Selectman Gagnon was recognized and said just a yes or no question Madam Chair. Does this individual need a clearance of any sort? Confidentiality clearance because they work with Fire Chief and Police Chief? Chairman McGrath asked for the town of Hudson. Selectman Gagnon replied yes, ma'am. Chairman McGrath replied, I don't believe so. Selectman Roy said there's a background check in. Chairman McGrath replied, yeah, I know. But oh, you know, BAE you need some sort of a security clearance, whether its top secret, secret clearance there's other there's one below the secret. The Town Administrator read maintain confidentiality. Carry out complex oral written instructions. Selectman Gagnon replied does that need to be an official passing of a certification having sort of a final clearance? Selectman Roy replied yeah, I think I don't think that that's how it works. Selectman Morin said the Police Chief can answer that on reference to that stuff. Chief Avery came forward and said certainly. So if and when we do go ahead with an IT Director, whomever that is, if it's somebody from outside this organization, we do it for other positions here, we will conduct a thorough background investigation for the Town, obviously. And as part of our working here right, you're going to sign off on all that confidentiality. And it takes time to trust this person, whomever it is coming from the outside. Would we throw them right into helping us with some sense of investigations? Probably not. Not into that relationship is formed, but we will do a background check on behalf of the Town. And obviously, I know we've done it before and speaking with the town administrator on different positions here, we'll call the local police departments and start with a general background. Selectman Gagnon replied, okay and there isn't an actual like certification program to say I am certified for confidential. Selectman Roy replied, it's not like on the federal side. Chief Avery added there's no clearance systems like it is at BAE or down in Devin's.

The Town Administrator asked, so with those amendments, are we ready to post a position? The Board agreed. The Town Administrator then said so do we have *a motion to post the position of IT Director and to hire Municipal Resources to conduct the recruitment for the position? Selectman Morin made this motion, seconded by Selectman Gagnon. Carried 5-0.*

8. NEW BUSINESS

A. Public Hearing - Sewer Infiltration & Inflow Donation

The Town Administrator explained at your last meeting you approved a sewer allocation for Unifirst that was a company that's going down in the Sagamore Industrial Park. They graciously agreed to donate \$70,000 to the Town for our inflow and infiltration program. That's for the sewer system to make sure it's as tight as it can so that we get the maximum that we are entitled to. So with that, we have a public hearing to accept the \$70,000 donation that's been scheduled. It's been advertised. So I recommend you open the hearing.

Chairman McGrath opened the public hearing at 7:43 p.m. and asked is there anyone here who wishes to speak in favor or opposed? Seeing no one present for public input, the Chairman closed the public hearing at 7:43 p.m. Selectman Gagnon made a motion, seconded by Selectman Guessferd to accept a donation of \$70,000 from UniClean Laundry for Infiltration and Inflow program related projects and equipment. Carried 5-0.

B. Public Hearing - Inspectional Services Fee Schedule

Chairman McGrath recognized Chief Buxton who said Good evening, Madam Chair, members of the Board, certainly the Inspectional Services fees have been posted for a little bit, 10 days now, right? So certainly been monitoring a couple of emails that were forwarded to me from the Board members and social media accounts. Just wanted to make sure that we're offering some clarity regarding a couple of comments this evening. I don't know we'll answer all the questions, but just trying to make sure we get as much information as possible.

So one was the requirement for the new hot water heater costing for a \$30 fee. And basically, what we're attempting to do is level the playing field across the board for all hot water heaters. So we have one company in particular in Town that does a lot of hot water heater replacements. Ok. And if they come in on Monday and they're going to X Y Z address and they're replacing an electric hot water heater by the state building code, they're required to get a plumbing permit, which is an automatic \$75 fee for that one appliance. If he comes in on Wednesday and he's going to X Y Z address to replace a hot water heater and he is dealing with a gas appliance, he gets a gas appliance permit, which is the requirement under the state code, and that is \$30. So we're attempting to level the playing field and just charge a straight \$30 across the board, whether it's an electronic, electric or a gas hot water heater. So we're just lowering the price on one side and keeping it equal on the other same number of inspections. There's actually more work to inspect on a gas appliance than on the electronic hot water heater. So we're just trying to level that that playing field. Selectman Roy was recognized and said

So you you said that those were state codes? Do they set the rate or do we have that?

Chief Buxton replied, No, we set the rate. That's a requirement of the inspection as part of the state code. We enforce that. So the \$30.00 fee is just basically an attempt to have one fee versus two fees.

Chief Buxton continued saying, going from there seem to be some discussion in regards to accessory structures. And basically what we're again trying to do there was no adjustment on the fee at all. We were just calling out than it from a definition standpoint that accessory structures included decks, sheds and porches straight up. So that was the requirement. And then the last piece was the new solar panel permit. And again, that was a streamlining thing where we just said instead of going through the whole electrical permit process, we just came up with a specific solar permit fee and specific permit. That was the attempt that, you know. So those were the three hot button issues that seem to be gaining some traction. Wanted to offer some clarity. I'm not sure that that answers all the questions, but you know, as we'll hear during the public hearing, I'm sure there's a couple of other things and I'll take some notes and go from there. But certainly that is nobody's contacted the department or the division. But those were a couple of things just following the social media trail and a couple of emails that the Board got because you set the fees that were forwarded to us.

Selectman Gagnon was recognized and said Chief, can you explain that the last comment you made, you said solar panels used to get an electrical installation charge and now you're kind of separating it for an electrical installation and a solar installation. What is the electrical installation charge? How much is that? Forgive me, it may be in front of you. Chief Buxton replied hold on, hold on. Solar arrays going from zero to .15 cents per square foot. Selectman Gagnon replied, Ok. But what was it not considering solar? What was the solar before this? Chief Buxton replied It was just a straight electrical, so it could have been hold on one second I got that information here... \$75.

Ok. All right, so the solar installation is flexible based on how big it is and the electrical installations, a flat \$75.00, so you might actually have a cheaper fee. Chief Buxton replied you might have a smaller fee depending on what you're doing. And that's, you know, it's a pretty involved process from the structural review, depending on where you're putting it on your house. If you're putting it on the roof, there's a requirement to do a structural review by the code and then the electrical installation itself.

Chairman McGrath asked if there were any other questions. Seeing none she said I'm just going to read one thing into the record. It's the only one that's in the packet. We got an email from a resident. I'm not going to read her name because I don't know that that's appropriate. But she just it's a one line email, "just my opinion. But this doesn't seem like a good time to raise prices, especially when one is on a fixed income and inflation is on the rise already." So that's one that came in through the email system here. The Chairman then said, so I'll open the public hearing at 7:49 p.m. anyone wish to get up and speak on this matter?

Peter Lanzillo, 12 Blackstone Street, said Madame Chairwoman and members, thank you for listening to me. I have a problem with fees. It seems like the building fees are a fee paid when a person wants to buy permission from the Town to work on his or her property. I guess they're not call taxes. The property owner could say I don't want to Do that and not buy permission. But of course, if you don't get permission. Eventually, property will fall into disrepair. I therefore feel that raising these fees is not in the best interest of the Town or its property owners. Now, if the Board feels it needs more money for inspection purposes or whatnot, they could go before the voters and ask in the proper procedure to have those monies raised. Remember, if it walks like a duck and quacks like a duck, it's a duck. And if the government demands a fee and the person sees his money separated from him, it's a tax. And that's just my personal feeling, and I just wanted to share that with you. Thank you.

Hello again, Mike Tranfaglia, 24 Woodcrest Drive. So I'm looking at this. I notice that the residential roof fee would go from \$50.00 down to zero. That's going in the right direction. However, the rest of these fees and thank you, Chief Buxton, for giving us the oil burner explanation, but the rest of these fees are either non-existent and you're asking for them or they are going up in some manner. And of course, this goes from residential to commercial as well. And commercial, of course, is in a few of these cases a lot higher. And to what Mr. Lanzillo just said is, this is, you know, wrong time to do this because of the fact that we've got so many things going on right now with inflation and other things that are holding people back financially. And the Town really needs to consider that this should be probably, like you said, brought forth to the Town, to the citizens. Right now it's there. There's a lot of items on here. I don't know. It looks like it was about 15-ish right now, but I'm just really hoping you'll reconsider this and think of a better way to move forward with this instead of raising fees or taxes or anything else. That's all.

Stacy Paradise, 4 Meadow Drive. As someone who just recently replaced their water heater and had to have my basement cleaned, then I had to pay for the plumber. Then I did buy the new water heater and now I have to have, and I didn't know that there were fees, so I didn't have anybody come inspect it. So I might need to have somebody come inspect it now because I didn't know that I was supposed to do that. I just called my plumber and said, there's water in my basement come help me and I've replaced my heater. So I just think it's a lot financially when you have all those things piling on top of each other to add more fees. So I'm against raising those fees. Thank you.

Seeing no further public input Chairman McGrath closed the public hearing at 7:53 p.m. She then said is there a motion to approve the new Inspectional Services fee schedule as recommended by the Fire Chief and Deputy Fire Chief Tice? Selectman Gagnon said I'll make that motion for discussion. Selectman Roy seconded for discussion. Selectman Gagnon said thank you, Madam Chair. May I bother you, sir? Yes. So to respond to some of our residents' concerns, I took a few notes. They talked about the installation of a water heater, gas and electric. Can you confirm for me, I might not be clear either, does the company who does the installation of said water heater either or pay that inspection fee? Or is it upon the residents to go and do that? Chief Buxton replied, so I'm

going to use the woman from Meadow Drive that was just here. If the installation was done by a licensed plumber, they're obligated under their license to get a permit from the Town, which they would have. That would have been a requirement, which they would have known the inspection fee. I don't know that particular scenario. There is an opportunity under the code. So if there's an emergency repair on a weekend, which does happen, there is an ability for the plumber to come in and do the work and then get the permit the next day to make sure the installation was done correctly.

Selectman Gagnon followed up saying, Ok, so if it's done through the proper channels, you know, hiring a professional they're trained to know how the permit process works, and they probably include that in their installation costs. Chief Buxton replied, I'm sure they do. Selectman Gagnon then said If an individual want to replace their water heater on their own, not having a professional, I mean, can you give us an example of how that might play out? Chief Buxton replied, so in the state of New Hampshire, there is an ability to do a lot of things in your home as long as you are living in your home. So as long as you're not utilizing it and you're not a landlord, right? So if you're living in a single family residence and you wanted to do electrical work or you wanted to do some baseline plumbing work that you can do that on your own and you kind of live through that process here and come down to Town Hall we'll work with you through the permitting process. A couple of things you cannot do the service on your own home and you cannot do gas work in those specific pieces that are called out in the state codes and we're the enforcement agency for that.

Selectman Gagnon then said Ok, thank you. Two more questions. You know, do you find that the inspections are not just I mean, we've talked about taxes and fees tonight, you know, it is money going to the Town for whatever you want to call it. But can you explain the value of those inspections? I mean, obviously the Town is making money because we're sending a professional to do a job. But can you explain further what the value of those inspections are doing for the homeowner if for, say, they did it themselves, if they did electrical themselves or some kind of construction themselves, right? Why should they pay that fee? What value are they getting out of it other than just doing what's being told? Chief Buxton replied, well, they're making sure that the work that was done in their home meets the standard at the time. So it meets a state building code as we sit here today. Now, tomorrow, if the state building code changed, there would be a thing on record that said that the water heater was installed on such and such a date, and it met this requirement. Ok, and then they wouldn't be held to that next standard. Where we run into this quite a bit is when folks go to actually sell their property. So you have probably one of the glaring examples is the finished basement. So you move into a home, you have an unfinished basement over the years, you have a couple of kids and you need a little extra space, so you throw a room in your basement and that's a common, common thing. You then down the road, go to downsize because it's a different part of your life and you go to sell your property. And now when they come in to do your home inspection, they figure out that there's an extra room in the house that was never inspected and it shows up on your inspection report. And most of the times, even some of the mortgage companies will not write the mortgage for a section of the home that was not built to a standard and was not inspected. So then we're dealing with and we've dealt with code enforcement more times than we probably want to talk about the process of getting folks to the point where they actually have current and active CO's for their homes because they do work on their own.

Selectman Gagnon responded saying thank you. And the last question, what fees, I know one of the residents spoke about fees being new, that new fees are being added from my layman's understanding here. I thought the fees were kind of just transforming from one style to another or being split into two different titles. Sure. Can you clarify if there are new fees? Chief Buxton replied, so if you if you look at I don't know if you have the fee schedule in front of you, and I'll just run down this. So basically, we basically said that the residential billing permit, there is a minimum fee now of \$30. And basically what was happening is you come in and you weren't covering the cost of having an inspector come to the home. Right. So this is a user scenario. You should be trying to generate enough fees to offset that section of the operating budget. Right? And that's what we tried to do. We don't try to. We're not making a profit here, right? So that is the change there. We also increased the

residential remodel and repair that. That's just the industry median cost in this area. Residential roof, we weren't getting the permits anyway. And what we said was there's no inspection that was taking place. So why do we have the permits? We got rid of it. The Chief went on to say, Demolition There's a requirement for asbestos abatement and reviewing those reports now. So that went from 25 to 50. Electrical temporary, so if you're building a home, there's a there's a requirement by public service in the utility that before they energize that temporary that you are out there for the inspection. So there's an electrical fee now there's an actual permit for the temp. Plumbing, same thing. Solar array, we talked about that one already. The residential hot water heater. We talked about that one. Temporary trailer example I would use is down on I think it was Fairway Drive where we had an explosion in a home over there. Insurance company comes in and plops a modular on the front lawn for the family to live in while the home's repaired. There's a connection for, permanent connection for electrical, plumbing and sewer. All right for that temporary home to be able to utilize. So there's three inspections that take place there. We're basically talking about an opportunity for a \$30 connection fee and an inspection because we're going out to make those three pieces.

And then probably the biggest change, it really starts dealing with the four thousand or more plus square foot commercial buildings. So if you have a commercial building that's being built in this community and it's over 4,000 square feet, you were paying the same \$275.00 dollars for your permit fee. As somebody that was building, you know, a building that's \$500,000 square feet there's a lot more inspections that are required for the larger building than a 4,000 square foot building. So we basically said, how do we leverage that and make sure that we're getting a fair market value for the work that's being accomplished? So that's where that fee came up with. And then commercial, electrical, temporary and plumbing, same thing. Justification as before, and then the fire alarm per unit prices. That was an increase just based on market value. These fees hadn't been updated in five years. So this isn't something we do every year. This is a five year rotation that we go through. Gas, Commercial gas burning went up. That was the average in the area. And then you run into the square footage again, oil burners and tank removals and temporary trailers again and then a commercial tent. There's a requirement for commercial tent now. So if you're putting up for a wedding venue or something like that, there's a requirement to go out to check the flame retardant, the structural support. The egress is in and out of the tent and that's a new requirement, of the state fire marshal. New last three years.

Selectman Guessferd was recognized and said just a simple question. I know it's probably a simple question. So if these fees aren't approved for change, what's the consequence for the Town? Chief Buxton replied, you're not recovering what you're spending. So if I'm in business and I'm going to use the 4,000 square foot building here for a second or the 500,000 square foot building. We have an inspector that needs to go there every day. We burn through \$275.00 dollars of value pretty quickly. Ok. I think it's my job to bring in those glaring issues to your attention, and we tried to make some adjustments that seemed to make sense to us. Tried to, you know, we hear the contractors at the counter every day. The hot water heater was a glaring thing after our last upgrade. You know, so we just said, OK, we'll see when the opportunity comes forward. And this was the time to do it. Looking in forecasting what's coming to this community for construction, like there's some liabilities there in regards to having inspectors time being utilized in one site, for long periods of time. And how's that get covered? Selectman Guessferd replied, so you would say eventually it's got to get paid somehow, right? And I would think ultimately one way or the other that we have to pay for it through our town budget taxes one way or the other. Chief Buxton then said so I just the math here for a second. Ok, so the Inspectional Services area upstairs doesn't just provide building a life safety inspection. Ok, so it does building and fire and foster care and a lot of public education stuff comes out of that one area. It's a very busy group. The total budget for that area is just shy of \$500,000. Ok. We're generating a revenue of about \$379,000. Ok. Salary and benefits for that area is about \$450,000 dollars. So if you take that on a percentage, we're trying to we're trying to say about 90% of their day is spent doing inspections, going out. We should be trying to recover that. If you lower the revenue somewhere along the line, you're going to either not have as many staff members to continue the customer service or you're going to pay for it somewhere else, which is probably taxation, right? Selectman Guessferd replied, okay. Thanks for explaining that, Chief.

Chairman McGrath asked, does anybody else have questions? Seeing none, she then said I have one. Can you explain what the implication is for people not getting permits? And I don't mean that that the Town may find out about it and go in and fine you for not having it. What are the safety implications for not getting? Chief Buxton replied, I'll give you probably the most glaring and simple answer that I can. I believe it was just south of retired Selectman Coutu store on the River Road at a new store that was being put up. Plumber went in and was putting an HVAC unit in the attic space. He's not the carpenter, he's the HVAC guy. He's putting a furnace in, right? He cut through six trusses. It was truss construction. He cut through six trusses and left it that way and set the unit Ok? Inspector goes in, finds that flags it. We not only put out a safety reminder internally for us, but it also goes to the contractor. You have a much, you know, you've completely lost the support mechanism of the truss by cutting one of the cords. He cut six of them. So you put a snow load, you put a firefighter, you put a maintenance guy up on the roof like what's going to happen? Like maybe year one? Maybe not a lot. Year two, three four you're gonna have some issues. So the quality of work and what you're really getting and making sure the code is met is the big deal. That's what you drive for.

Chairman McGrath said I think what I was, what I was trying to get at. It's not about trusses because I'm not a builder and I don't know how many other people in this room are builders that would understand trusses and what the importance is. But I understand, like fire safety. If you know you were talking about a house down off of very fairway, I drive you and there was an explosion. And I remember because you called me because I was in charge at the time. And that scared the living daylights out of me. Not because I did, not because I ever did any of that. What you had explained, but I couldn't imagine other people and how they may have experienced some of that and then had an explosion in their house, which the other thing that you told me, I'll never forget it, is that you that the explosion knocked the house off of its foundation. That's how powerful it was. So try to speak a little bit of an explanation like that. Chief Buxton replied, so one of the pieces and if you look at the fire code and you look at the life safety code talks about egress, I'll go back to my basement example. A lot of people put rooms in their basements. That is a popular place and, you know, guilty as charged. As a kid, I had a basement bedroom, right? It was four of us. We needed space, right? So that's where you went. There was no secondary means of egress to get out of there. It was one way down, one way up, right? And a lot of those things are found when we actually do inspections. You know, somebody put a put an illegal bedroom in their basement or an auxiliary living unit in their basement, right? And it comes up on we see it all the time with the realtors. So that's probably the biggest piece is the egress piece and then the construction stuff. Like so gas appliances, I'll go back to that. You know, we have CO calls all the time in this community, probably a couple hundred a year. Improper ventilation, it runs too long. You're not getting the air make up that you need to make sure that the unit is burning efficiently. That all gets checked by the inspector when they come out. So that's important.

Chairman McGrath said so it's all for people's safety, more than to punish them because it's I mean, that's really I mean, I think that some people think that and I'll use my father, who's long since passed, but that's what he would think that it was a punishment by the Town that he'd have to get a permit for something that, you know, may end up causing harm. And so I think it's important to try and convey that aspect of trying to come up with a fee structure. And it's not to punish people, it's to really save them and save them, you know, save their lives. Chief Buxton agreed.

Selectman Roy was recognized and asked are there any opportunities for the fees to be waived? Chief Buxton replied saying it's a great question. Under the authority, that would be your purview. So somebody, so right now, the only authority that I have to waive fees would be for the municipality or the School District. I don't have the ability to waive fees for anybody else without coming to you folks first. Chairman McGrath asked, does that answer your question? Selectman Roy replied, It does, it does. I just think that, you know, there might be circumstances and I'll use a hot water heater or somebody may have say, inherited house. They pay the taxes. They don't have much left over after hot water heater breaks. They fix it themselves or replace it themselves. And you know that \$30.00

dollars really might just be a bridge too far, right? So I just didn't know if there was anything. Chairman McGrath said maybe we could add something like that into the ordinance that that for extraordinary circumstances, financial circumstances that we could waive fees, but we'd have to have a discussion about that. Now is not the time to do that. But I think that that's probably a, you know, especially based on the email that that we that I read into the record earlier. So it may be something that we can discuss, but in the meantime, we've got this before us. Seeing no further comments Selectman Gagnon made a motion, seconded by Selectman Roy to approve the new Inspectional Services Fee Schedule as recommended by the Fire Chief and Deputy Fire Chief Tice. Carried 5-0.

C. Hudson Police Department - Highway Safety Grant Acceptance

Chief Avery was recognized and said thank you Madam Chair, members of the Board of Selectmen. I'm here before you tonight requesting you five to accept several grants they're all encompassed through the New Hampshire Highway Safety Project, titled 22092. These grants focus on DWI enforcement, speed enforcement, distracted driving, texting while driving, traffic control violations. Pretty much all encompassed throughout Town. And as you know that we get over the last three weeks, I've been absolutely inundated with directed patrol requests throughout this entire town, from one end of town as far north as Breakneck road and as far south is off of Dracut Road. So the patrolmen are out there. They get called away a lot to answer calls for service. But these grants why they're important because the officers are out there working them, are not responding to any other calls for service unless we had, God forbid, a shooting or a very violent case going down and we need it all hands on deck. So we are asking for the acceptance of \$16,091. This money will be spread out throughout the next year, which will expire September 30th, 2022.

Chairman McGrath said I just have a comment. I'm happy to see this grant. I'm happy to accept this grant. And you haven't gotten any phone calls from me about enforcement, but I've been tempted because there's a lot down my area that that I could be calling about.

Chief Avery then said this does not cover our and we know we have an issue now with the four wheelers and dirt bikes out on the power lines. We are attempting to address this. Our side by side will be out there this weekend just for everybody's attention patrolling all parts of the power lines and Town conservation land. We have received tons of complaints. You have to have permission from the land owner to drive on this land and I can't say it enough, but the officers will be out there. If you ride you ride at your own risk. If you get stopped, you may get your vehicle towed.

Selectman Guessferd made a motion, seconded by Selectman Roy to authorize the Hudson Police Department to accept the Hudson Highway Safety Grant awarded by the New Hampshire Highway Safety Agency and the amount of \$16,091 beginning October 1st 2021 through September 30th of 2022. Carried 5-0.

Selectman Morin was recognized and said I know it's not on the agenda but We just got it today and it kind of relates to what we're discussing. Your community questionnaire you send out, traffic was one of the highest? Chief Avery replied yes, absolutely. We sent out a survey several weeks ago asking for the public's input onto how we're doing as a police department. You know, several questions regarding professionalism, our appearance, the officer's attitude, but we're looking for concerns in the community as well in areas that we need to better target or handle or patrol. And as Selectman Morin just pointed out, traffic, speeding vehicles, distracted driving, aggressive driving was among the top by far of concerns for residents. Especially in some back roads. That really surprised me that vehicles were speeding. You just never think to go and run radar on some of these back roads. I contacted every person that put their name for me to contact throughout the last week and a half two weeks, and we have set up directed patrols. And again, this will help us the grants that we just spoke about.

D. Hudson Fire Department - Ambulance Replacement Program

Chairman McGrath recognized Chief Buxton who said so good evening again. Thank you for the opportunity to meet with you this evening. I wanted to really open up tonight's discussion with you surrounding our replacement program for our ambulances. So currently, the Department runs three front line ambulances, and that program went into place in the early 1990s by Chief Brian Mason, where we started this replacement process when at that point in time, we ran two out of the three ambulances out of Central Station and when ran one primary and the other to a backup, OK? And in the replacement process was a nine year life cycle. And so you would buy a new ambulance every three years. And we had a capital reserve fund that was set up put a little money in each year until I think it was three years ago when we ran into DRA's judgment that we couldn't have that in the operating budget anymore, so we had to revisit how we were doing capital reserve funding. In the process really works somewhat well for us until recent times. And what do I mean by that? The average cost of an ambulance in the early 1990s was \$150,000, and we thought, you know that we were spending a lot of money. You know, an ambulance that we'll see tonight when we start talking about the bid is a little north of \$300,000 in 2021. Ok. And what we started talking about as staff was like, how are we going to level the playing field here? Because some of the organizational changes that we've made is we said, hey, we put the squad into place to take some mileage off of the large fleet. Ok. And that program is running very well. We have the ambulances running primary within their response districts. All three of them and their response districts and the north, the south and the center of town, and handling the call volume there as best they can. But that call volume in the early nineties was, I think, in '96, when I departed to go to the City of Nashua for a few years, I think we did 2,250 calls I think the number was OK. We're doing over 3,000 EMS calls today. A year that call number in 1996 was total for the department, you know, and I know Selectman Morin, his head is like, Yeah, I've lived this, you know? But the reality is our workload has really started to increase. And what we find is by the time we hit year five, our ambulances are completely out of warranty. So our drive trains are already over 100,000 miles. We're starting to see the motors that are starting to deregulate. So how do we leverage that when you start looking now at a cost of \$300,000 for an ambulance? Ok, so what we'd like to do is move forward with a leasing program very similar to what we did with the large fleet and go to re-mounting of the modules. So the box on the back of the truck, OK, and just I'm using simple terms here just to make sure we're talking about what we're removing. So the module is the back and not the cab portion of the truck and that will get remounted from chassis to chassis. The same thought process to what we're doing with the squad truck. Ok? We're taking the body off the squad and it goes on another chassis at the five year mark. Ok. So when we looked at that, we said, OK, how do we get that accomplished? Well, we would buy instead of buying one ambulance tonight, we would buy two. That would be the first step. And then in two years, we'd come back and buy another two and really get to a point where we maintain now four ambulances instead of three. And the fleet division would have a backup to be able to put into service for special events, high school football games. And oh, help us balance out the mileage and the service on the vehicles, and really provide us an opportunity to leverage a more even spreading of the work. All right, and move the ambulances around. If we lose one ambulance right now and we go down to two, the department is almost in crisis mode. We really are. Call volume demands three ambulances available every day of the year. Ok? When you remove one, now we start relying on mutual aid and. We're bringing in either an ambulance from the City of Nashua or we're bringing an ambulance from Pelham or Windham or Londonderry to give us a hand and pick up that workload. That also turns into a longer response times, different fee structure for patient care. I can always tell when we've had City of Nashua ambulance in town. It's a pretty good chance I'm going to hear from a resident that got their bill. OK because their fees are higher than ours are. All right, they're a private entity or a publicly owned ambulance EMS company. So we would move to a process of remounting ambulances, remounted modules and very similar, just like we're doing with the squad truck. When I first looked at this concept, we said, OK, how does that leverage out and what's a savings potential going to be? I added in your document this evening that shows two ambulances over 20 years what that would look like. I think the savings was a little north of \$800,000. You know, and said, OK, that's going to help us leverage and keep our trucks newer and serviceable and go from there. The biggest question that

comes to mind and Selectman Morin and I have had this conversation like, what does that mean for the module? What happens when you go take the module off the truck and you put it on another chassis? The company is going through a structural review and reviewing all the electronics, and we walk out the door with another 25 year warranty, structurally, on the on the module and the electrical system gets an upgrade of another 10 years. So we're walking out with a brand new warranty, just like it was built from scratch, walking out the door. So that opportunity is there to now leverage that and move that forward. I want to be crystal clear on a couple of things. The revolving fund or the EMS revolving fund was put in a place approximately three years ago. I think now OK. And we bring in just north of \$800,000 in ambulance fees. 50% of those fees go into the EMS revolving fund to support projects like this. So this is not something that is hitting the tax rate or something that goes in the warrant. This is being paid for out of user fees to keep the system moving forward. The fund balance is there to get that accomplished. And from a service standpoint, I think you can all recognize this in your own vehicles at home. You have a much easier time maintaining your vehicles within the first three to five years than you do year's five to 10. Right? And what does that look like? It is not just the truck running down the road, driving down the road. I want you to think about that truck driving down the road with a patient and now two attendants in the back responding the hospital, you know, in the weight of that truck swaying from side to side and that stress that gets put on that frame, the braking system, the drive train and all those things. We think this is a reasonable approach and certainly believe that this would help us be more efficient and successful moving forward. So I'll give you that for consideration. I'm certainly willing to answer any questions that you might have before we go to the next, but that is the adjustment that we think we would like to see.

Selectman Gagnon was recognized and said you mentioned the word lease in that statement. But then you talked about, you know, kind of buying. So I got a little loss of knowing what a basic car lease is. Where does that come into play? Are we leasing these trucks? Chief Buxton replied, so what we would do is we would lease the first two units for four years. We would pay. There would be an interest charge of depending on which way you go, it's about 2.7% percent. So, so the interest rate is relatively low. This is the same model that we utilize with a large fleet starting nine years ago today. So, you know, this is really a process that we've been following. You basically buy into the theory that you're going to have a checkbook payment that is consistent instead of having peaks and valleys around the system. Ok? By affording the opportunity to go with the two on the front end and doing the lease process, you're obviously spreading the payments out over four years and then you would do the same with the next two. But then you would have the opportunity for the EMS revolving fund to continue to stockpile money. So year five, you're sending one unit out that's approximately \$180,000 dollars, goes out, gets a new chassis, gets structural looked at and comes back as a new unit. You pay for that cash and you move forward from there. So it's a stepping system where you step in with the lease and then it goes away. Selectman Gagnon asked almost like a Lease to buy, then? Chief Buxton replied Yeah, OK, you're we're designing our own in the front end where we're literally leasing the vehicle lease, purchasing the vehicle. Selectman Gagnon then said but then you do major construction for five years to fix it back up. So you're doing more to a lease than, you normally would. Ok, and the last question is, you talk about the cab on the back that you keep plopping it. Well, that obviously must have a lifetime as well. And I know you can you can re inspect and you can add new wires, but eventually I think it's going to fall apart. So the cost of a whole new cabin so well, you're seeing that tonight at \$300,000. That's a new ambulance. Guilford, Connecticut has their entire fleet they run. I think its five ambulances. They've been doing this since the early 80s. They have one box down there that when we're looking at this, they joked around. They hadn't even painted the thing, right? Like, you could run a white ambulance. So they just kept moving it, you know, and structurally it continued to move forward. So we had that conversation today. We're certainly not looking to degrade what we have our responders responding in the service we're providing. We're just trying to find a way to level the playing field to make sure long term we're successful. Selectman Gagnon replied, Okay. I have a lot of faith in your work, for sure. This is very complicated, so I put some trust in what you're presenting us. That's all. Thank you.

Selectman Roy was recognized and said so the Selectmen Gannon's point, do you when you have to upgrade one of the systems inside that ambulance, you know how often, I guess, how often does that

happen? What is? I know there's a lot of systems in this and a variety of costs, but. Chief Buxton replied so one of one of the major things that happens with the ambulance that we're proposing this evening and this is one of the maintenance issues, is the air conditioning/HVAC system is actually external to the box. So when you look at the front of the box, there'll be a bracket that has the HVAC on the outside. Currently on the ambulances that we're trading in, the HVAC is actually internal to the rig that that becomes problematic. You know, the bulb is mounted, you know, half a foot from the HVAC unit and you're not getting air on the other end because it's just as it gets tired. It's not blowing as hard, right? This has the opportunity to peel it back to the walls. It's seamless construction. What do I mean by that? The floor of the ambulance itself is built like a big pan. There were no seams in there at all. We theoretically could take a garden hose in the back of the ambulance from a decontamination standpoint and not worry about getting water in any seams anywhere. In our business that's a big deal from a decontamination standpoint. We're not going to have the laminate coming off of things. There's no glue. There's no tape. It's all fully welded seams as it comes up to the top and the corners. We don't have that currently, there's no plywood in the construction here. It's all aluminum and stainless steel, so that's a big upgrade for us from where we've been. I mean, the first box ambulances when they first came out, I think there was actually more plywood in them than there was aluminum, OK? And that's what fell apart was the seats and the cabinetry and those types of things. The same ambulance that we're proposing that you purchase this evening is all metal. So a lot greater lifespan to the, I mean, I'm sure it's you know, you're asking me to look into a crystal ball, I'm sure at some point we're going to be sitting here going or somebody will be sitting here. I don't know it'll be us, but somebody will be sitting here and look at it and go, you know, we've remounted this box now five times. Are we moving forward with another remount or are we going to buy into another replacement? You know, no different than the squad truck. We've said that, you know, every few that would be a whole new replacement just from the wear and tear.

Selectman Guessferd was recognized and said thank you, Madam Chair. I had the privilege recently of going over to the fire station and got an operational review. And this was one of the concepts that they briefed me on with the squad trucks and taught me about the ambulances. Seeing it was made it real. I mean, you know, everything he's saying tonight, it's those ambulances. Those bodies can withstand just a ton of abuse, I guess I'll say. But I mean, I was I learned so much by doing that and fully in support of this concept, both for the squad and for the ambulances. I appreciate you taking me through that. Seeing no further questions from the Board, Selectman Roy made a motion, seconded by Selectman Guessferd to approve the changes to the EMS program as recommended by the Fire Chief. Carried 5-0.

E. Hudson Fire Department - Ambulance Bid

Chairman McGrath again recognized Chief Buxton who said so the next piece is to actually move forward with awarding the bid this evening. And so we're trying to purchase a 2022 F-550 four wheel drive type one ambulance. We advertised the ambulance in the Town's website, Union Leader, in email directly to vendors. So we've been at this a couple of days now, so we actually have a list of vendors that have bid before. So we went after and I'm using some brand names here. So you had Braun, you had Excellence, AV is one of our current ambulances that we have and we have PL Custom and we mail them direct solicitation to try to get them to bid on the on the ambulance itself. Roger Ordway conducted a bid opening for us on September 30, and we received one bid and that was from Excellence. There's a couple of reasons why I think that happens that way. One of which is the fact that the industry itself is, I know we've heard this all a lot, but COVID is screwed up the supply chain, you know, and the reality is, if you look at the workload that folks have right now, like there are, there were companies that just can't keep up. So our current AV vendor, which we have two of their ambulances today and corporate told them not even to bid, they couldn't even fit us into the schedule. So we got one bid. It fits our spec and affords us that opportunity. Excellence is offering us \$6,800 as a trade for the two thousand twelve Osage, and I

certainly would support taking that at this point in time. The notes on Excellence itself meets the overall design cabinet and storage construction features I list out there. 25 year structural warranty, 10 year electrical seven year's paint. If you remember correctly from our large fleet purchases, we utilize the HGAC program a couple of different times on the pumps. They have an opportunity. They also participate in that program. But we went direct for a bid and an RFP, so we went out for a straight proposal because we didn't know what we were going to get and what the work was going to look like there. So basically, the next piece would be for you to look at motion two and potentially authorize the purchase of the two ambulances this evening to match up to the replacement program you just endorsed. Certainly open answering questions.

Selectman Morin was recognized and asked anybody around here have ambulances built by that company? Chief Buxton replied, Acton is the closest one to us. Acton has one and they have one under construction right now. Selectman Roy asked are they happy with the product? To which Chief Buxton replied yes they are.

Selectman Guessferd was recognized and asked Yeah, I mean, obviously, when you really have one bid, you know, there's always a concern that you're paying more than you maybe should. Obviously, this environment is a difficult environment in which to do this. And you expressed what your thoughts were about why we didn't get any more bids. So I mean, again, it comes down to did we do have other we do have Acton around. Did they provide to you additional like support for like references and things like that? Chief Buxton replied yeah, I have three pages of references Reedy Creek Fire Department down to Disney in Florida. They actually do business with this company. Kissimmee, Florida, does business with this company. Guilford Connecticut does business with this company. Shreveport, Louisiana. They're all big systems. They're not, you know, four ambulances. They're 16 ambulances, 20 ambulances. So they've been at it for a while and we've been following once we got the bid, we've been following Acton, you know, their picture updates every week now, you know, just kind of watching the work and the quality and what that process has been. It has been very positive for them. So we've been kind of checking that reference point. Selectman Guessferd then said so you're assured that you get we got probably the best price we could get given the circumstances. Chief Buxton answered in the situation. I'm comfortable. Yeah, absolutely.

Selectman Gagnon was recognized and said Thank you. And just to ask the question, if we didn't authorize this tonight, how long could you, I guess, hold out in the current circumstances? Because as you've mentioned, everyone in the room knows, you know, COVID and tough times are difficult. Could you hold out potentially for better times? And even if that was a yes? You don't have a crystal ball, but do you think this area may come down in price? Meaning why push tonight? Chief Buxton responded saying so, probably the biggest delta that we're faced with this evening is Ford has decided that the F Super Duty series will no longer be produced after the end of this month. So to get an F 2022 year model, we need to order if we're going to order OK. And they're not going to afford the opportunity for their new design until a year from now, which is going to completely take the ambulance world and flip it upside down. Because the Ford industry or the Ford chassis is probably the number one chassis in the country, you know, so knowing that is out there, I don't see the pricing coming down. I see the pricing going up dramatically just from history of watching new releases. About eight years ago now, we used to run the E Series Ford, which is the van front style, right? And they stopped making those because they couldn't get the airflow over the motor and they were overheating. You know, we saw a \$25,000 increase in the sales that year. So those are big jumps when you start talking model years like that and what's the impact? So I would certainly encourage you to look at this strongly this evening and go forward from there. Selectman Gagnon replied, Ok. Excellent answer. Thank you.

Selectman Morin was recognized and said your third ambulance won't make two years, right? Chief Buxton laughed and said no. The Osage Ambulance, I would certainly encourage you to trade that in. Seeing no further questions *Selectman Roy made a motion, seconded by Selectman Gagnon to Motion to authorize the Town of Hudson Fire Department to award the purchase of two (2), 2022 Ford F-550 4x4, Type 1 Ambulances to Excellence, Inc. with the annual lease purchase payment of*

\$162,103.29 over 4 years as recommended by the Fire Chief and Finance Director. Carried 5-0.

Selectman Morin reiterated, and you already said that this is not a tax impact. Chief Buxton replied correct, it's coming out of the EMS revolving account.

F. 100 Lowell Road

Chairman McGrath recognized Town Planner Brian Growth who said, thank you, Madam Chair, members of the Board. I also have with me, Mr. Brian Craven. 88 Speare Road, Hudson. Mr. Craven said, I'm actually the trustee of the property of 100 Lowell Road. Mr. Growth then said so I'd like to start by breaking one of my cardinal rules of presentations and reading exactly what's in front of you. He continued saying, I'm respectfully requesting that the Board of Selectmen consider the purchase of 100 Lowell Road. The site is approximately 35,000 square feet, with frontage on both Lowell Road and County Road and abuts Souza and Jette Fields. Town ownership of this parcel has a twofold effect or can have a twofold effect. First, it provides the Town with the strategic opportunity for traffic and recreation improvements. Secondly, it prevents commercial development of the site that may be problematic to traffic safety. The site could provide much needed additional parking for the softball fields, as well as other recreational amenities such as basketball or pickup all courts, the strategic location of this parcel may also lend itself useful to any safety modifications to the County Road Lowell Road intersection. Should the Town choose to do so in the future, this intersection has already been identified as a problem and has been the topic of design studies conducted by the Planning Board. Commercial development of 100 Lowell Road would exacerbate the existing problem, in my opinion. So with that, the second page is just to say an aerial view of the site location to show you exactly where it is. And I truly feel that it does have. This is a strategic piece of land that would serve value to the Town for those purposes of traffic, safety and also recreation.

Selectman Morin was recognized and said not sure how I'd understand by putting in a parking lot and all those cars trying to get out on Lowell Road to any different than commercial structure going in there and the cars coming out on Lowell Road. I don't see how you're saying that's a safety thing because you're going to have the same problem. Mr. Growth replied, no, what I would suggest is the driveway curb cuts that currently exist on this parcel at Lowell Road and County Road would be discontinued and that this portion of land would be accessed only by the entrance to Jette and Sousa Fields. Selectman Morin replied saying all right, you didn't say that. You just said parking there, OK. I still just going to put more traffic into that intersection one way or the other. I don't see how it's going to change. They're just going to come out a little farther. Either they're going to go out County Road or Lowell or they're going to go out the other way to Belknap and County? Chairman McGrath interjected saying, but Selectman Morin I think we had a presentation, I don't remember exactly when it was been a couple of years now anyway, but the Town Planner at the time presented it and talked about changing the alignment of traffic on County Road. They were recommending possibly changing that to a one way as opposed to traffic going down County Road and out or vice versa. I forget. I mean, it's a few years ago we had that discussion, and I don't know if you were on the Board at the time, but. Selectman Morin replied, no, I wasn't. But what I'm going to say it was a few years ago and what have we done? Well, that's my point. I know we're talking about coming out at Belknap onto Birch, but that's at least three years down the road. So I just I understand what you're saying, but a safety thing would just adding a different clientele that could be the problem coming out of this. That's all. Mr. Groth responded saying I think what we're looking at is traffic that already exists today, there's people coming, coming to these softball fields as it is today.

Selectman Morin then said, but you're going to add more. That's all. Mr. Groth said the capacity of the fields is the capacity of the fields. Selectman Morin replied, you put in pickle courts and all that that means there's going to be more traffic in and out of there all the time. That's all. Mr. Groth replied, fair enough. So there's dual purposes to this piece of land, and those design studies were done about two years ago. I believe one of the intersections we put in consideration for the Capital

Improvements Plan, but without funding, we can't do anything. Selectman Morin replied saying, I'm not arguing you, but as always, we have a plan that never comes out. It just sits there and sits there, and that's not your fault. But the point is, you're selling the safety. I don't see any difference. We're just having a different clientele of people coming out of that intersection.

Mr. Craven asked to speak and said so the alternative is trying to develop the property. So we have a current letter of intent to purchase that property with a traffic flow of about 30 cars a day, which we're going to try to pursue through the Planning Board. It's been months in the working. Trying to get access from Lowell Road right into that property is the current curb cut on Lowell Road or the beginning of County Road. So I mean, it's a viable property. We pay taxes on, my estate, pays taxes on and we have to be given some kind of opportunity to develop it or sell it. And it's making it unmarketable to present it to the Planning Board. And basically, the Town doesn't let it. It's like landlocked. It's kind of landlocked. So the alternative is I need to know if the Town is going to permit a business in there, what's the traffic count, allowable traffic count and pursue marketing it to that that buyer. Selectman Morin said but that's not us. That's the Planning Board. Mr. Craven replied, that's right. That's right. Selectman Morin then said it's really not, your property is not the problem. The intersection is the problem. Mr. Craven replied that's right. Yes, but it's my problem though. It's a piece of property that it's kind of in limbo. So it is the intersection, it isn't the property, it is the intersection. So I lived there for three years and this intersection has been an issue since 19, I lived there on there. There was a single family home on that property and I lived in that property when I was in my early 20s. And that has always been a dangerous intersection. And to this day, it's still limbo to this very day. Selectman Morin then said and the problem is that is probably one of the worst intersections in Town, and I've been to numerous serious motor vehicle accidents there. I don't see how this is safety wise is going to change anything. Mr. Groth responded saying you'd be able to reconfigure the intersection. Selectman Morin went on to say other than you coming on your property. We're still going to have a lot of cars coming out there and coming out Of that intersection. Mr. Groth said it would give us more options in terms of design, we could. Selectman Morin asked how? Mr. Groth replied because we'd have land we could use to reconfigure the way the County Road meets Lowell. Selectman Morin then said so before I vote yes on buying that, I want to see that because I don't want to get stuck with a piece of land that where it's still having a serious issue with and add more traffic to that. It's and I understand what you're trying to do, sir. I fully understand. But once we buy it, it's our problem. And if we start parking a lot of cars there and we add pickle courts and tennis courts, that means more and more people are going to be coming out of that intersection. And until we can safely design something either coming out to Birch Street like they're talking about, which I can't see spending a lot of money on County Road if we're planning on to do this Birch Street, because that's going to close County Road if, that happens. So I just can't see doing all this if we don't have a safety plan and where we're going.

Chairman McGrath said can I interrupt Brian? So I think at some point we'll have a discussion tonight about this, this property. But I think that we should get it on the agenda because I remember seeing the plans and discussing multiple plans of closing off County Road at that end or at the other end and this reconfiguration of all of the streets in that area. So I think that, you know, if you don't remember seeing it, Mr. Guessferd certainly didn't see it. And I don't know, I know Mr. Gagnon didn't and I don't know if Selectman Roy has. So that's a conversation that we should have at this, perhaps we can put it on the next agenda to at least see those plans and have a discussion about that, because that is, that road truly is a safety hazard. And I can and I can see the potential if if that's developed and depending on what type of a business goes in there, whether, you know, say it's a bar that goes in there, that's opened up at four o'clock in the afternoon and people are trying to get in there and get out. And I mean, it can create real hazards. So I think that that's something that we should take a look at. Selectman Roy go ahead.

Selectman Roy said so you said that it would be about 30 cars per day? If it was developed the well for what it...Mr. Craven replied the current interested buyer is an oil 10 minute oil change company they came up with a traffic light. I can present it to you. And they said the typical car count is about 30 vehicles per day. Spread out over the course of the day. Selectman Roy replied saying right, so how

many cars go in and out of Jette and Sousa field? Approximately per day? Do you know that now? The Town Administrator answered saying we have softball. When softball is in season it would be two men's teams typically playing at a time. There's probably about 9-10 individuals on a team. I don't think they get a lot of spectators, but you might assume that there might be 25 to 30 cars any given hour when they're playing softball in the season. He then asked Selectman Guessferd do you play? To which Selectman Guessferd replied, I used to so for many years and yeah, that parking lot that's there, the dirt parking lot is, you know, with during a season in the evenings when they have the league, it's it's crowded. I mean, it's hard to find a parking spot, actually, and sometimes you see cars on the road there, you know, outside the parking lot. So yeah, but that's really I know what you're saying it's not the kind of traffic that's all the time. I mean, it's usually...Selectman Roy said right, like how many days a week is that? The Town Administrator replied, four maybe depending on the number of teams? Selectman Guessferd added plus, I think in the fall, there's also a coed league that plays at that point and they play, I think, at different times. They play on the weekends, I think as well. I'm not exactly sure. Selectman Roy asked then if I can make a presumption that it's not during peak traffic times, right. The Town Administrator replied typically an evening because most of the people who play work, I don't know if it's over thirty five, but it definitely...Selectman Guessferd said they use that parking lot to go to Susan Field, so they play usually earlier. So there's usually set of three games, you know, from like it's May through August, you know, every night during the week, Monday, Tuesday, Wednesday, Thursday. But that's kind of the time frame and what you're proposing, I think, is there be other things in at the times tennis could be done any time, right? Well, it depends if you had lights or not.

Mr. Groth added I'd like to clarify this, so I'm not proposing that the Board approve pickle ball courts and basketball courts and all this stuff. What this these this language is intended to do is to make the argument that there's value in this parcel in Town ownership. And what this intending to do is simply a baby step towards investigating how it might be funded, what it might be used for. So without considering it, this goes nowhere. Um, so I just wanted to make that clear. Mr. Craven then said yeah, so again, the alternative is that there's a business there that has 20 cars a day. It's going to be 20 cars right at the curb cut, it's is right where Lowell Road starts. So that's the most dangerous scenario as opposed to having no lot or to expanding the parking lot, even expanding the parking lot. You could even do that, right? So now all the traffic is one hundred percent of our County Road

Selectman Gagnon was recognized and said so I guess listening to what Selectman Roy said, I was thinking the same assumption that the traffic numbers may be the same, whether it's developed or if we purchase it. But looking at this and really listening to what you were saying, Selectmen Morin, you know, I think if we did purchase it, it would give us the ability to adjust a few variables. One major variable is the curb cut on Lowell Road. We would make the decision to close that and to redirect traffic if we didn't want to make even further changes. If we didn't buy that property, that curb cut exists and then it'd be up to the Planning Board to give them a grievance to keep it there or not keep it there. We wouldn't have any control over that, so they'd be going on directly on Lowell Road. So to me, that seems to support, you know, a decent safety or at least an additional variable that will make that intersection worse. So I can see that being positive. And thank you for what you just stated that that helps me as well. This discussion is just that. It's just a discussion about maybe a letter of intent or moving forward with research. And I don't think that could hurt anyone. So I wouldn't know why I wouldn't say yes to something like this. If you're not asking for money or any, you know, liability currently, maybe you can get that in one second. The other question I had is for the landowner completely transparently, what's in it for you? I mean, why wouldn't you sell it to a developer? Why come here and play ball with us? Mr. Craven replied so I do have a letter of intent with the developer, and they've sent informal letters to the Town Engineer Elvis, who said he would not be in support of recommending any curb cut on Lowell Road. So you'd have to go to the Planning Board. He suggested making maybe a curb cut, possibly on County, there's two of them. If you look at the map, you can kind of see one on Lowell Road and one on County that's kind of blocked by some stone. So that was circumventing the house and that was filled in to level the lot. So that lot is almost perfectly level That's the worst scenario. I lived there. You couldn't you could never go out on County if you

went out on County, if you drove around the house, you went on county and tried to come. You'd be blind. You wouldn't have a line of vision up Lowell Road. Yeah, and you'd be T-boned. So when I lived there, we used to always go, go into County and go out on Lowell because you could see both ways, but you had to see both ways and the person on County. So it was a tricky, you know, you, you get used to it, but it was tricky. So it's kind of like the developers like, OK, we've done our due diligence. They've got the plan for the Town, but they don't really want to go forward unless we make a presentation to the Planning Board because they're kind of like they're, um, they're exhausted with the process.

Selectman Gagnon then said and Mr. Groth, I think I interrupted you. You had something to say when I was speaking. Mr. Groth replied saying with regards to funding part of the next step here, if the Board chooses to take that one step forward would be to identify possible funding streams and depending on the intent of this parcel. It might be a Frankenstein of funds where it's serving several purposes that could qualify under different streams. All you know, attempting to make it not be a tax impact, but through different types of impact fees or other grants and so forth.

Selectman Gagnon then said last one, Madam Chair, just ballpark what's the price of the property like this if we went five steps down the road? What are we talking? A half million? One hundred thousand? Chairman McGrath said I don't think we should even get into that right now. The Town Administrator said that would be a non-public discussion. Selectman Gagnon then said, Ok, thank you. Understood. I retract my question. That's all I had.

Selectman Morin was recognized and said how far are you into this negotiations with the company? I mean, this is a process that we have to go through. Are they gonna wait? Mr. Craven replied, So I did, they did ask me if I could take the ball and move forward with the Planning Board. They're from South Carolina. I don't think they want to use the resources to do that. So I said, Yeah, I would. I would. I've got a conceptual site plan to present the Zoning Board. Chairman McGrath corrected Mr. Craven saying Planning Board. Mr. Craven replied, Planning Board, I mean and that'll be in the next week or so and I'll try to get on that agenda. But if it goes nowhere, which I expect it will, I thought this would be a fallback. I'm trying to close an estate. Selectman Morin asked so you're going to go through the whole process. What? What if it does go through, though? Mr. Craven replied, I don't know. Where would that be? I mean, my first obligation, I think, is to the buyer because I have a signed letter of intent. It's a timing thing. Know? I've been told by more than one person, I've got a couple of letters from the Town about, I don't know if he's still with you, but. So the engineer said I understand it doesn't appear fair, but any curb cut will create a significant safety issue. Chairman McGrath asked, that's the current Town Engineer? Mr. Craven replied, yes, Bruce Buttrick? Chairman McGrath replied, he's the Zoning Administrator. Mr. Craven replied yeah, the small lot size in front of you at the convergence of two streets becomes problematic to develop this parcel. He did say also this this process is an existing non-conforming lot of record with insufficient frontage, which I don't know why. It's met its frontage requirements, I don't know why that was. Mr. Groth added probably because the split between the two streets, but it's an existing law, so that doesn't really matter. Mr. Craven continued saying so I mean, I'm obligated to the buyer to pursue it. But given past history, I don't expect it to go far, but I think I'm going to bring it full, full length so I can get an official denial. Chairman McGrath said go before the Planning Board to present a conceptual plan. You wouldn't get any kind of approval from that anyway. They would tell you whether or not they like the concept or that they could be able to work with it. But you wouldn't get any kind of approval just on a conceptual plan.

Chairman McGrath then asked anybody else have any questions? If not, so are we in agreement that we should take a look at the plans that were produced? You probably have copies of them, Brian. Mr. Groth replied, I do. The Chairman continued saying so that the newer members of this Board get to see what I've seen. And, you know, I don't remember all of the concepts that were presented, but there were a few. And it's to alleviate traffic problems on Lowell Road, and we certainly have a

number of traffic problems on Lowell Road. So I think that that would be a good exercise for us just to, you know, spend five or ten minutes looking at that. Is there an agreement to that or? Selectman Roy replied, yeah, yeah, I'd like to see those plans. Selectman Guessferd said, yeah, I don't know enough. Chairman McGrath replied, yeah, well, you wouldn't. I mean, it's just but to take a look at them. And so, Brian, if you can put that on your plan of getting on the next meeting, the next meeting and we'll just put 10 or 15 minutes on, it's not going to take, and have copies available for us to take home, you know, for the newer members so that they can take a look at them, take them home and look at them. Selectman Roy said, well, if we can make it part of the package, that'd be good.

Selectman Morin asked is there a parking lot over by Teledyne for the other field? Selectman Guessferd replied No, I don't think so. Chairman McGrath added, I don't think so either. Mr. Groth added I think they all park there and walk over. Selectman Guessferd said they all park there and walk all the way over to Sousa. The Town Administrator added, that park, topography wise, I know the school is up here. Selectman Guessferd said we've had people park at the school and come down to Sousa. Selectman Morin added, yeah, you get that like a sandpit down there. The Town Administrator said I coached soccer up there and I believe me when the ball went down the field, I didn't go shagging. Some other kid did.

Mr. Groth was again recognized and said one additional thought in terms of those design studies. If the Town had control of this parcel and what we currently have, Sousa and Jette Field, that might open up opportunities for alternative designs as well, it might open up more design alternatives. The Chairman responded saying okay, so Elvis is not here this week. He's got a child issue, so he's not here. But when he gets back next week, you can work with him. The Town Administrator said so you'll get us the plans. Mr. Groth responded saying I have the plans. The Town Administrator added the Board will take a look at them and then everybody can be more educated and maybe have more of a conversation if you want. But it was important to at least bring it forward because once you lose an opportunity, it's gone. Chairman McGrath added well and the Town Engineer can be here at the next when we discuss it again because I've had a discussion with him and I know that how he feels about this.

Mr. Craven said it's a very dangerous. It's a terrible intersection. I agree with it. Chairman McGrath said believe me, I know it's I mean, I've driven by that my entire life, so. And that's just a few years. Ok, so we're done with that then. So we'll see you the next, if you'd like to come to the next Board of Selectmen. Thank you.

G. September Revenues and Expenditures

The Town Administrator was recognized and said as you know we are one quarter of the way through this current fiscal year. And again, a little too early to tell. We've encumbered contracts for trash and whatnot, so it tends to skew the percentages off. But in looking at the general expenses, I'm not too worried. A lot of things happened in the early part of the year, paving, for example, things like that. So it skews numbers. The area that I continue to watch is legal just because we've had a slew of lawsuit issues lately. So I'm just keeping an eye on that. I'm not worried right now, but I keep an eye on it. So from expenditure perspective, I don't see anything abnormal. On a revenue side, it appears the motor vehicles are just about right on track. There are 25.3 so we seem to still have strong auto registration. Obviously, the interest rate is pretty anemic. But as you recall, when we looked at the revenue estimates we just looked at, we adjusted those down that downward. So we adjusted a couple of other things up. Rooms and Meals tax was one of them because we have information that we will probably get more from the state so that balances our revenue. And I think it's again the first quarter of the year. It's difficult to say, you know, we're in a default budget, is everybody's aware. Everybody knows where they stand, what they can do, what they can't do, and its business as usual.

Selectman Morin was recognized and asked Last year at this time are we are above on cars registrations? The Town Administrator replied we were at 26%. Selectman Morin replied Last year, we were? The Town Administrator replied, yes. Selectman Morin asked where we are at this year. I'm sorry. To which the Town Administrator replied 25.3. Selectman Morin asked do you think we're going to start seeing a slowdown because there's no cars. Car dealerships are buying used cars because they have no new ones. We're going to get hit at some point here. Mr. Malizia replied, that's why we have not adjusted our revenues up. Last year, I believe, for the full year. Just let me get back to that page. We did almost 6.1 million we're still budgeted for 5.4 this year, so we could absorb a differential from last year to this year. Again, I can't predict it, but I know what you're saying. That's why we didn't touch. We didn't touch that number. Chairman McGrath said there's a whole lot of things that are going to be going to be short on.

9. Remarks by the Town Administrator

The Town Administrator said the only thing I have is, as everybody is aware, we start the budget this Thursday. So budget deliberations begin Thursday. I believe you have Fire, Highway, IT coming in. Just for the public's edification. If you go to our web page right on the front page, there's a link you can click. You can go right to our schedule and to the entire budget book. You can scroll through. I believe it's paginated. So if somebody says we're on Page 10, the public could follow along if they so choose. So that starts Thursday. We have meetings next Tuesday and next Thursday for the budget process, so we're going to be right in the thick of it. Chairman McGrath said I've got it marked in my calendar. To which the Town Administrator replied, I'm sure you all do. It will be starting at 7:00 p.m. in this room.

10. Remarks by the School Board

Chairman Gasdia said thank you, Madam Chair. Before I start my remarks, just follow up from the IT Director discussion. We have an IT Director, so I don't know what the plan of how you know you adjust someone's job description. But if you could send that over. The Town Administrator said once I interpret it all I'll send it over. Mr. Gasdia said if you include that language I think we can look into doing that. Selectman Morin's point, if it's not on both and nothing's going to happen. So if we can send that over, that would be great.

Mr. Gasdia went on to say a couple of things with the School District. We just had a four day weekend, which is always great. But on Friday, it was a professional development day for our teachers, and they spend a lot of time getting upskilled on our new learning management systems called Schoology and another system we have called IReady where, you know, we take these standardized tests as we've always done. But what this system will do, it will actually, on an individual basis, look at everyone's assessment and really give individualized plans as opposed to just looking holistically at the District. And we also spent some time on de-escalation training, as that's something I know is close to Mr. Morin's heart that, you know, we want to make sure that we do everything we can to make sure things don't escalate and things can be contained. And what that looks like. So that was a lot there. The atmosphere in the schools, for all intents and purposes, feels normal. We're back to dealing with quote unquote normal issues. For the most part, all the clubs are back all the after school activities. We are seeing some very stressed students. It is a big transition going from remote or hybrid back into the classroom. So that is putting some strain on the system and strain on our staff. So if anyone does know anyone that wants to be a substitute teacher or

anything like that, please let us know. And just like you, it's budget season, so we'll be starting next week.

Chairman McGrath said can I ask a question of you? It occurred to me the other day. As you probably all know, I'm a news hound, so I'm listening to the news all the time and they're talking on the news programs that I listen to about changes, critical race theory that's being taught in the schools, and I didn't know if Hudson was doing that. And secondarily, whether or not, parents nationwide, I would say, at least from what I'm seeing on the news, is that they're concerned about what's being educated, what the educational program is for their children, and they're talking about taking their children out of the public schools and going to a charter school or home schooling. Are we, are we seeing that type of comment or concern by the parents in Hudson? And if so, are they really looking to take their children out of the public schools?

Chairman Gasida replied, yeah so I think in general, over the years, there are people that feel that for whatever reason, if it's, you know, they'll go to a parochial school, if they want more religion, they'll go to home school for different reasons. The critical race theory component is something that we do not teach in the Hudson Public Schools, per say. And when I say per say is if a child asks a question to a teacher, they will answer and there will be discussions, especially at the higher level. You know, an AP class or something like that. And some parents don't want any exposure to anything like that. And so I think it's important to understand that there's critical race theory, which is an actual graduate level studies program. And then there is what is being portrayed on the internet, which is, you know, when you talk about slavery, do we actually engage in that discussion? And some people say we really shouldn't engage in that discussion. And I think that if you went to a third grade classroom today in Hudson, it actually isn't much different than the third grade classroom that we went to when we were kids. I can't speak for other districts, but we don't put any restrictions outside of the law that's in New Hampshire on, say, someone in an AP history class and they want to get into a discussion. We've got to let them get into a discussion. And if you don't want to be part of that, no different than other classes, then yes, there are some people that will go to home school, but we're not seeing a mass exodus.

Chairman McGrath then said just to be clear, I'm hearing it on the news that I that I listen to as opposed to on the internet, which I don't pay attention to. And I certainly don't pay attention to social media because it's not worth spending any time on. Chairman Gasdia replied, When you hear critical race theory that is not being taught in amounts in public schools. Thank you very much. I was just curious. I don't have children in the schools. I never did, never will. But I was curious about that. Thank you.

11. Other Business/Comments by the Selectmen

Selectman Gagnon: Thank you, Madam Chair. I'd just like to highlight a resident, Cory Boutin, He reached out to me. This is a second time. He's done it. He's cleaned up Griffin Road. He had 10 industrial trash bags, seemingly almost a mile of roadway that he did on his own volunteering. And the DPW, thanks to Mr. Forrence, was kind enough to go pick it up for him. Obviously free of charge and headache. So I want to thank both of them for helping clean the Town up. It was very nice.

Selectman Morin: You and myself attended the Firefighters Memorial service and the awards night. On Saturday night, everything went very well and all the deserving Fire Department employees that received awards got them for a very good reason for all the work they've done and congratulate them all. That's it. Thank you.

Selectman Roy: I just have one thing. I was kind of happy to see us having so much participation tonight from citizens. It's nice to see. I hope it continues. It helps us do our job because we need to know what, what people think about things. So I just want to thank everybody who showed up today and gave us their opinion on the various issues we had on the agenda. That's all I have.

Selectman Guessferd: I just want to not extend that also to those that take the time to reach out to the Board of Selectmen as well online if they can't attend meetings. There are different ways to reach us and it is very much appreciated when we get when we get input from from citizens, we still probably don't get enough, but in some might say we get too much. But no, we don't get enough. Just like when I was on Budget Committee, so it's it's important if you have a problem or concern, reach out to us and that's about it. Right?

Chairman McGrath: And the only comment that I have is I again, based on Selectman Morin's comments, I went to the event at the Fire Department honoring the firemen that that were chosen for this year. And it's really it's something that I'm gratified to be able to attend, be asked to attend. And so in any event, I wish the congratulations to all of the firemen and paramedics that received honors the other night. So and we're very fortunate in Hudson, by the way, from first responders, all of the firemen, paramedics. Believe me, I know they go out and they pick you. They take you to the hospital. They couldn't be kinder. Just we're very fortunate and the same with the police department. They do an honorable, honorable job and they attend to people in the most horrific circumstances and their kindness couldn't be couldn't be greater than what it is.

12. Nonpublic Session

Motion by Selectman Roy at 9:16 p.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 5-0.

Chairman McGrath entered Nonpublic Session at 9:16 p.m. thus ending the televised portion of the meeting. Any votes taken upon entering open session will be listed on the Board's next agenda. The public is asked to leave the room.

Chairman McGrath entered open session at 9:45 p.m.

Motions made after nonpublic session

1) Selectman Morin made a motion seconded by Selectman Gagnon to increase payment plan on delinquent taxes for the property discussed to \$5,000 a month. Carried 5-0.

2) Selectman Morin made a motion, seconded by Selectman Gagnon to petition the Public Employees Labor Relations Board (PELRB) to remove the Chief Assessor position from the Hudson Police, Fire and Town Supervisors Association and to reclassify the position as a non-union Department Head position.

13. ADJOURNMENT

Motion to adjourn at 9:46 p.m. by Selectman Morin seconded by Selectman Roy. Carried 5-0.

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

Marilyn E. McGrath, Chairman

Bob Guessferd, Vice Chairman

David Morin, Selectman

Kara Roy, Selectman

Brett Gagnon, Selectmen



TOWN OF HUDSON
Office of the Town Administrator
12 School Street
Hudson, New Hampshire 03051

Agenda
10-26-21



Stephen A. Malizia, Town Administrator – smalizia@hudsonnh.gov – Tel: 603-886-6024 Fax: 603-598-6481

7B

To: Board of Selectmen

From: Steve Malizia, Town Administrator

Date: October 21, 2021

Re: 100 Lowell Road

At their meeting on October 12, 2021, the Board of Selectmen discussed the possible purchase of a parcel of land located at 100 Lowell Road (Map 198, Lot 147). The Chairman had requested that recent design studies for this area be provided to the Board.

In April 2019, at the request of the Engineering Department, the Planning Board and the Board of Selectmen authorized the use of impact fees to conduct a design study to improve the safety conditions around the intersections of Birch Street, County Road and Lowell Road. VHB produced four alternatives, to which the Planning and Engineering Departments requested a fifth alternative. These five (5) alternatives were presented to the Planning Board in the fall/winter of 2019-2020. This project was adopted into the 2020 CIP with a Fiscal Year 2024 recommendation.

The potential acquisition of 100 Lowell Road is related, but not inextricably tied to this design study. Acquiring 100 Lowell Road may allow for different configurations to improve upon the design study. More importantly, acquiring 100 Lowell Road may prevent the exacerbation of a traffic safety problem and potentially improve upon traffic safety design. I'm looking for a consensus from the Board whether or not staff should continue investigating this opportunity.

Should you have any questions or need additional information, please feel free to contact me. Thank you.

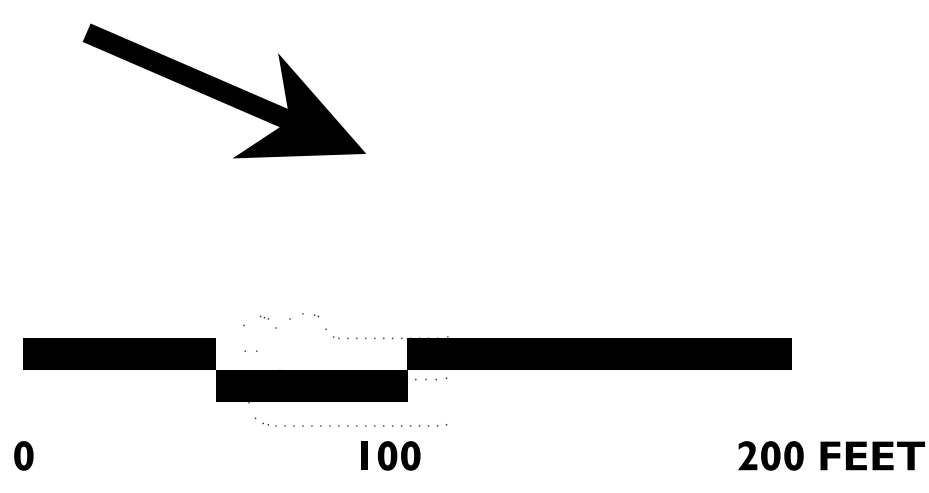


NO MODIFICATIONS REQUIRED ALONG LOWELL ROAD

CONVERT COUNTY ROAD TO ONE-WAY NORTHBOUND

REVISE EXISTING SIGNAGE AND PAVEMENT MARKINGS ALONG COUNTY ROAD AND AT THE INTERSECTIONS WITH LOWELL ROAD, BELKNAP ROAD, A STREET AND B STREET TO REFLECT THE NEW ONE-WAY CONDITION.

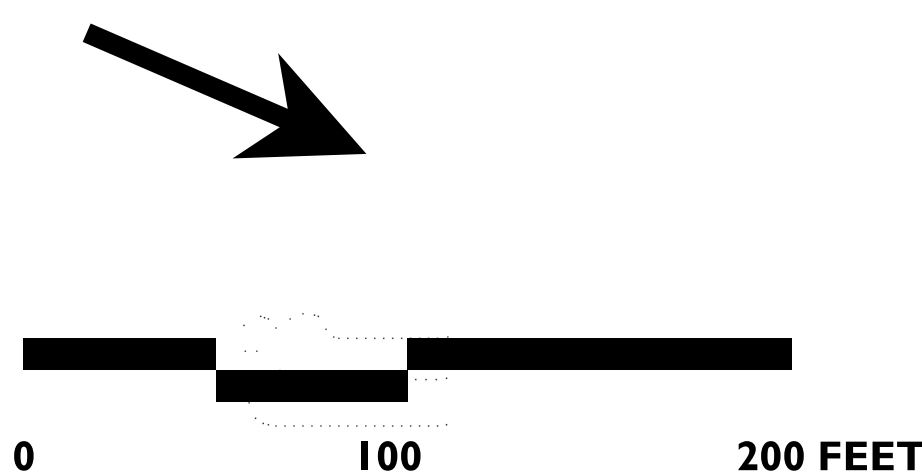
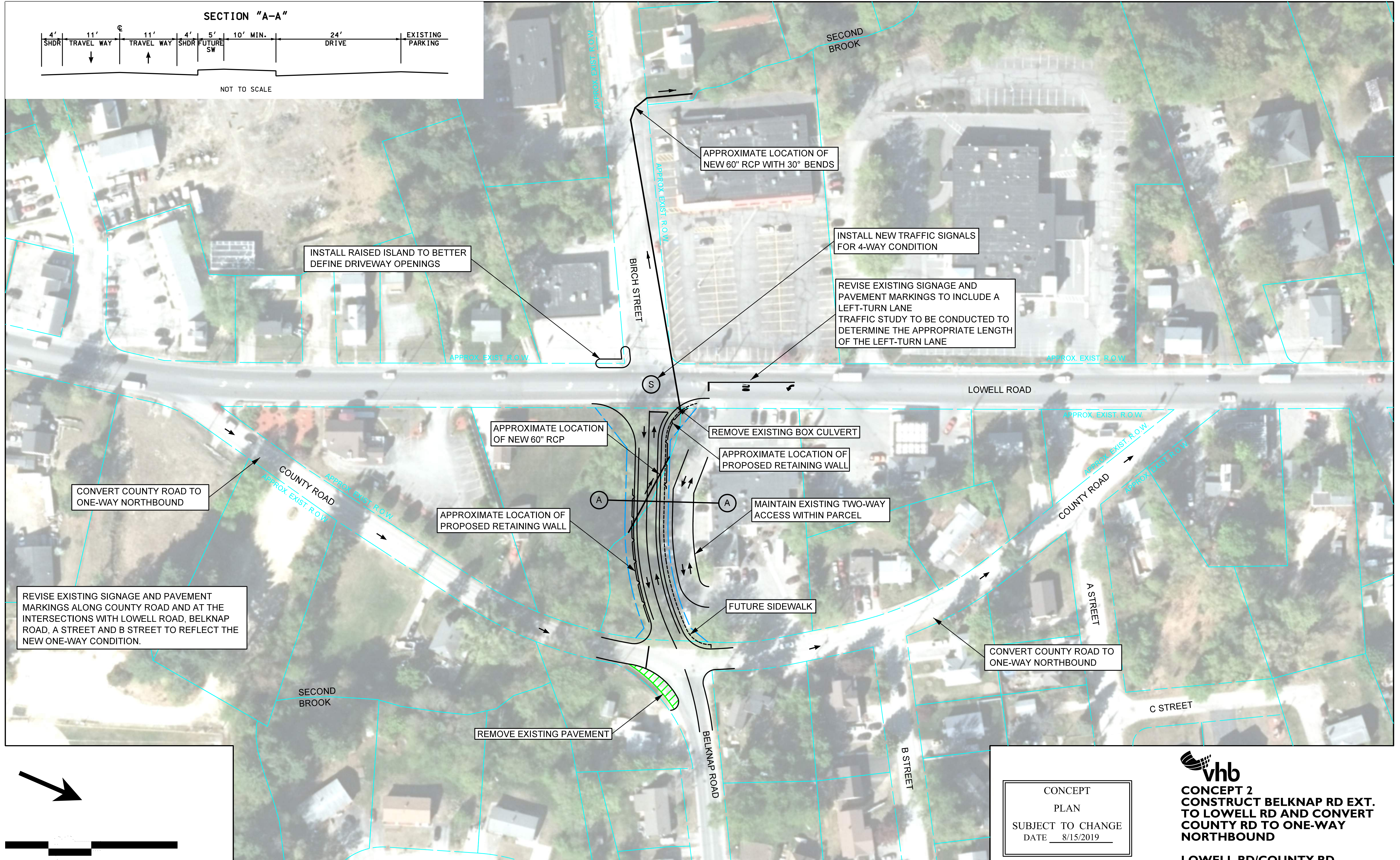
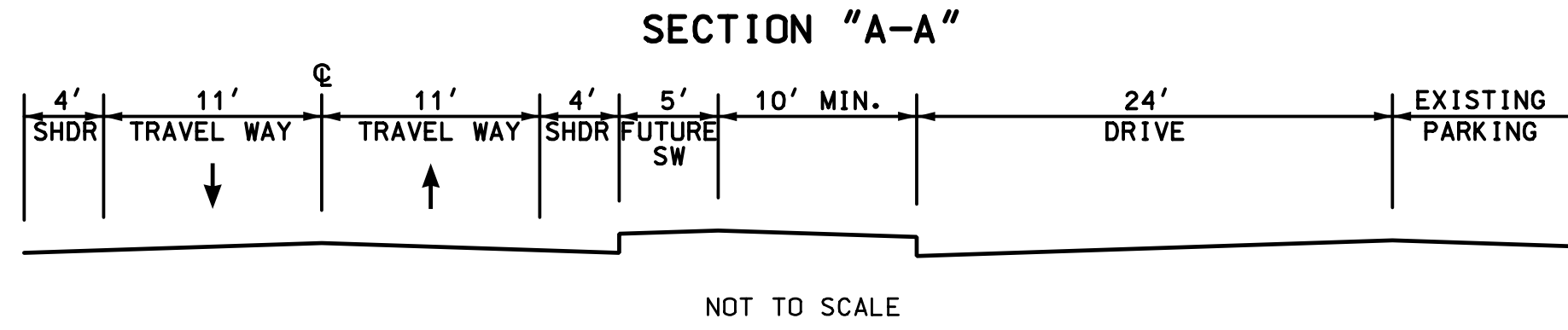
CONVERT COUNTY ROAD TO ONE-WAY NORTHBOUND



CONCEPT
 PLAN
 SUBJECT TO CHANGE
 DATE 8/15/2019

vhb
CONCEPT I
CONVERT COUNTY RD TO
ONE-WAY NORTHBOUND
LOWELL RD/COUNTY RD
HUDSON, NH

SOURCE: RIGHT-OF-WAY AND PROPERTY LINES SHOWN ON THIS MAP ARE FROM THE NHGRANT 2018 DATABASE AND ARE INTENDED FOR INFORMATIONAL PURPOSES ONLY.

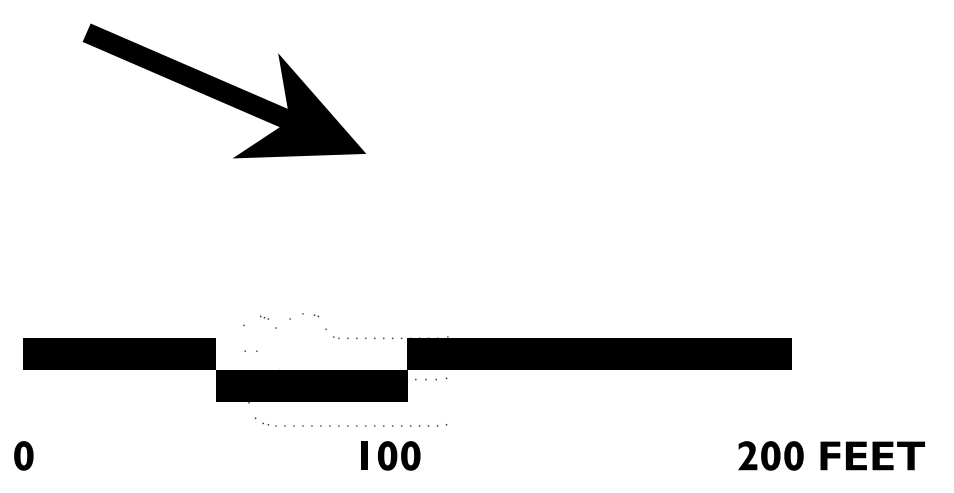
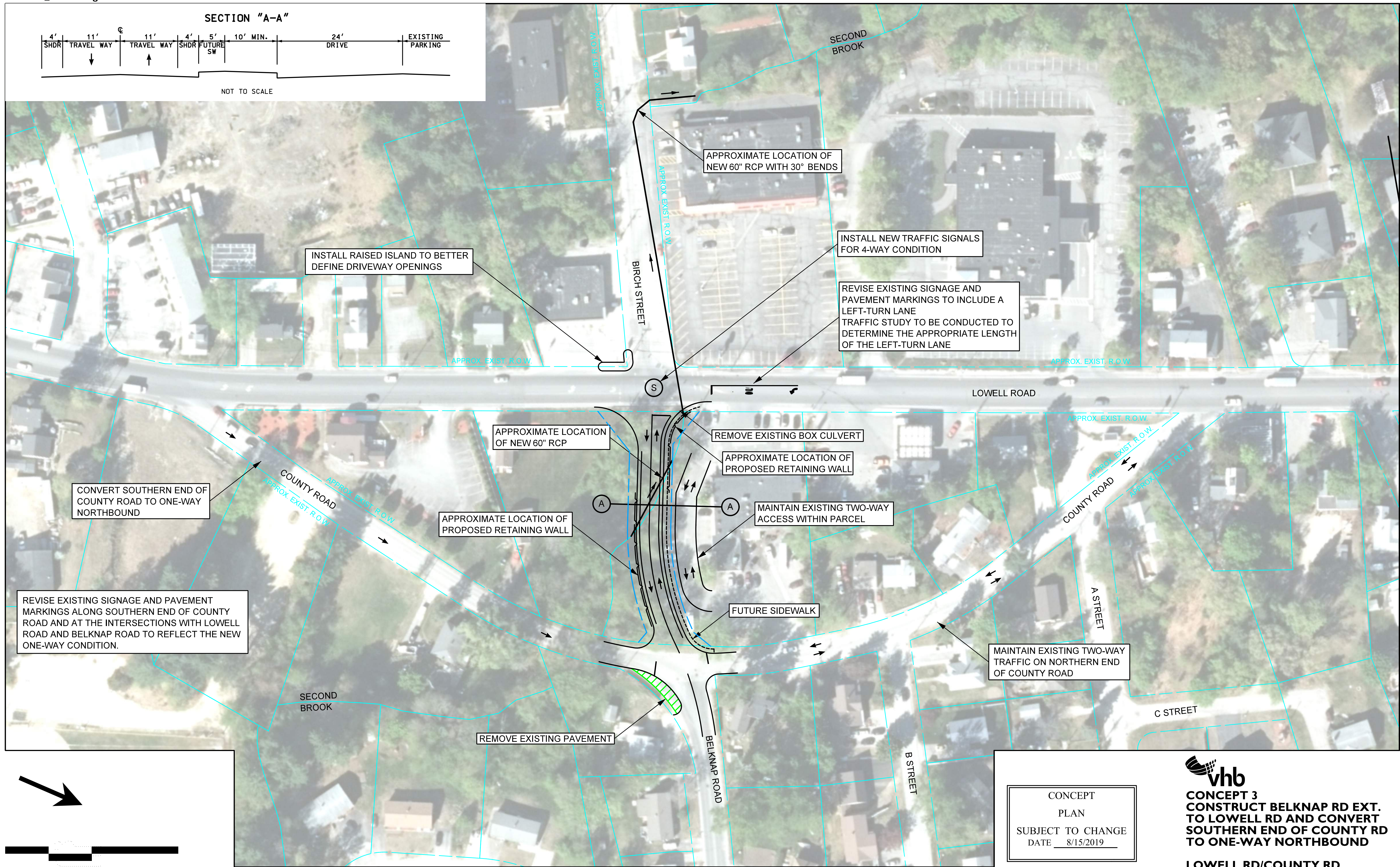
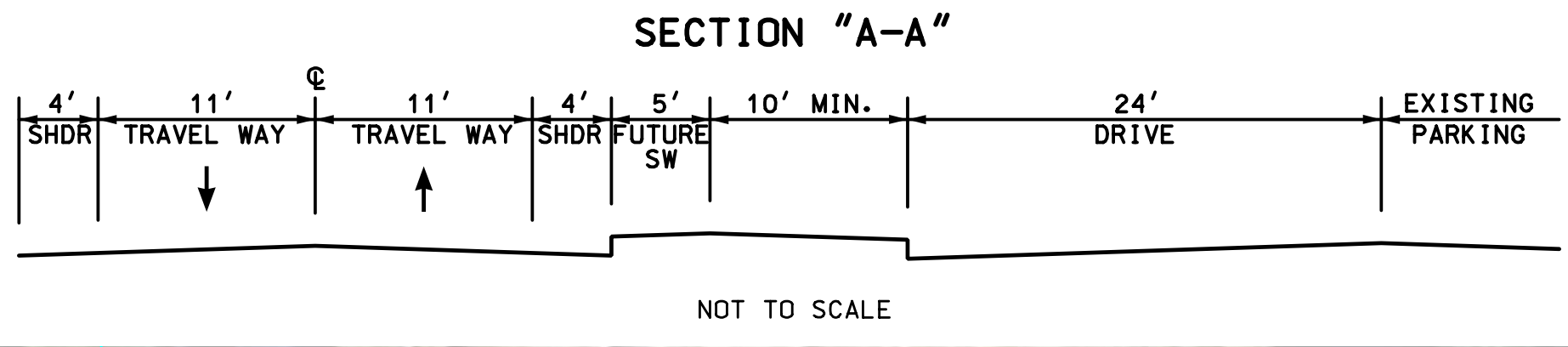


SOURCE: RIGHT-OF-WAY AND PROPERTY LINES SHOWN ON THIS MAP ARE FROM THE NHGRANT 2018 DATABASE AND ARE INTENDED FOR INFORMATIONAL PURPOSES ONLY.

CONCEPT
PLAN
SUBJECT TO CHANGE
DATE 8/15/2019

vhb
CONCEPT 2
CONSTRUCT BELKNAP RD EXT.
TO LOWELL RD AND CONVERT
COUNTY RD TO ONE-WAY
NORTHBOUND

LOWELL RD/COUNTY RD
HUDSON, NH

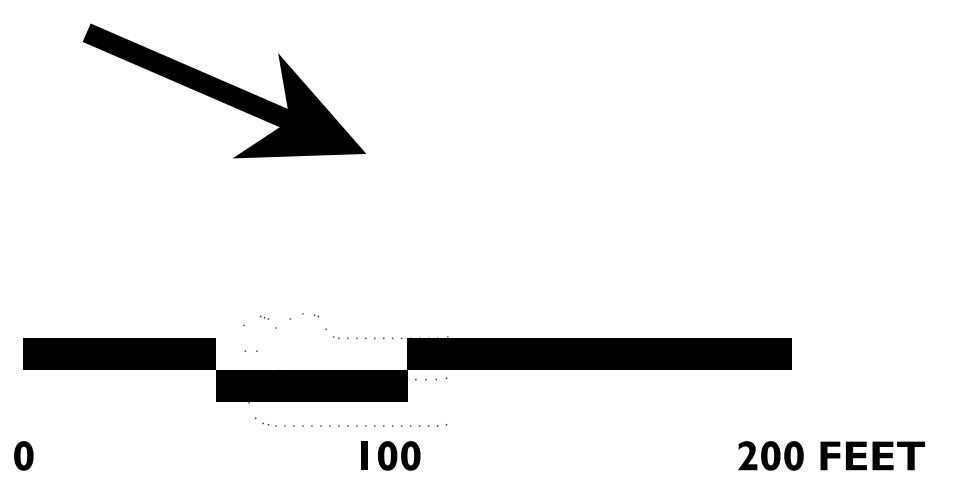
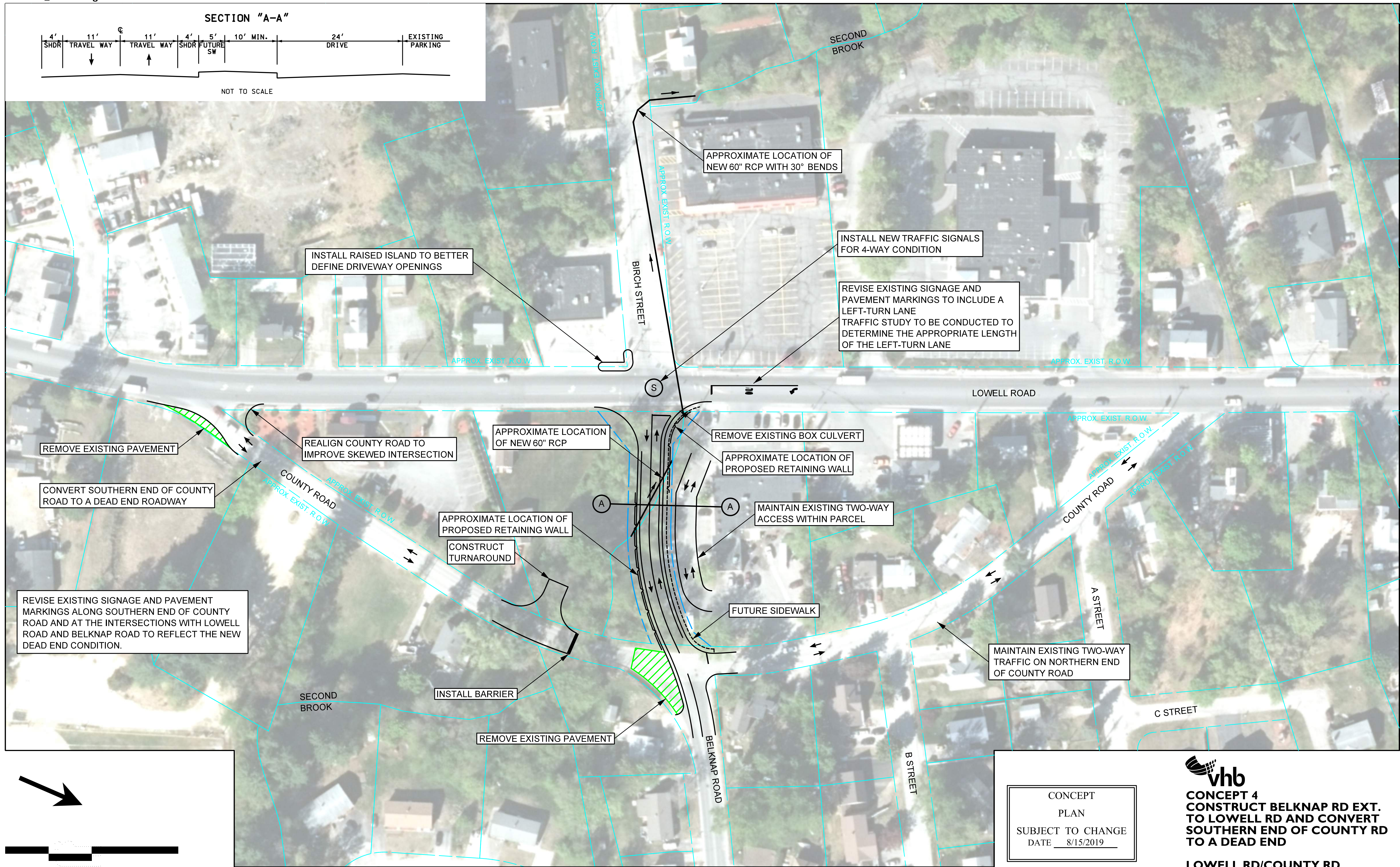
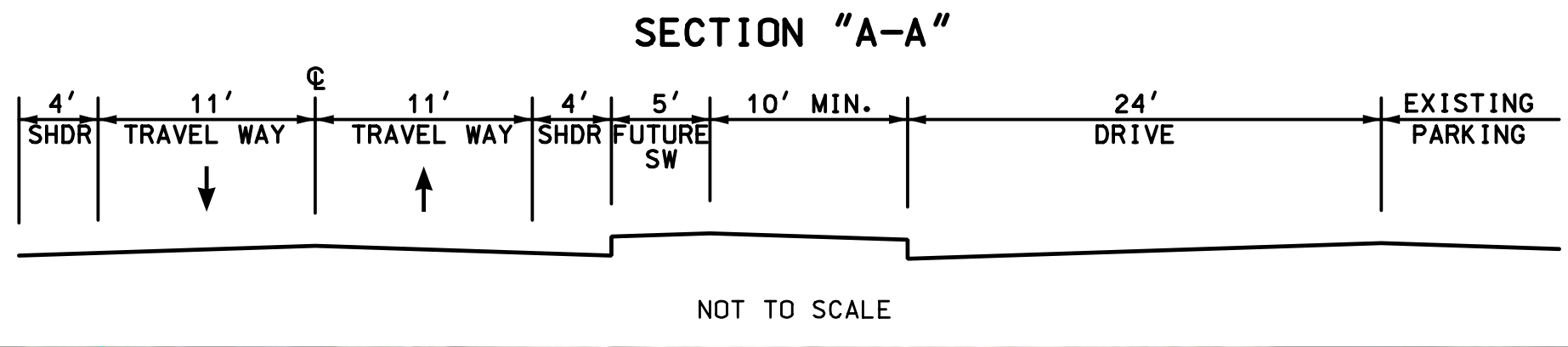


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CONCEPT
PLAN
SUBJECT TO CHANGE
DATE 8/15/2019

vhb
CONCEPT 3
CONSTRUCT BELKNAP RD EXT. TO LOWELL RD AND CONVERT SOUTHERN END OF COUNTY RD TO ONE-WAY NORTHBOUND

LOWELL RD/COUNTY RD
HUDSON, NH

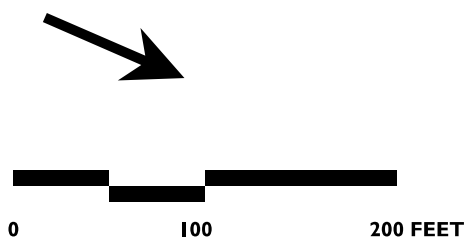
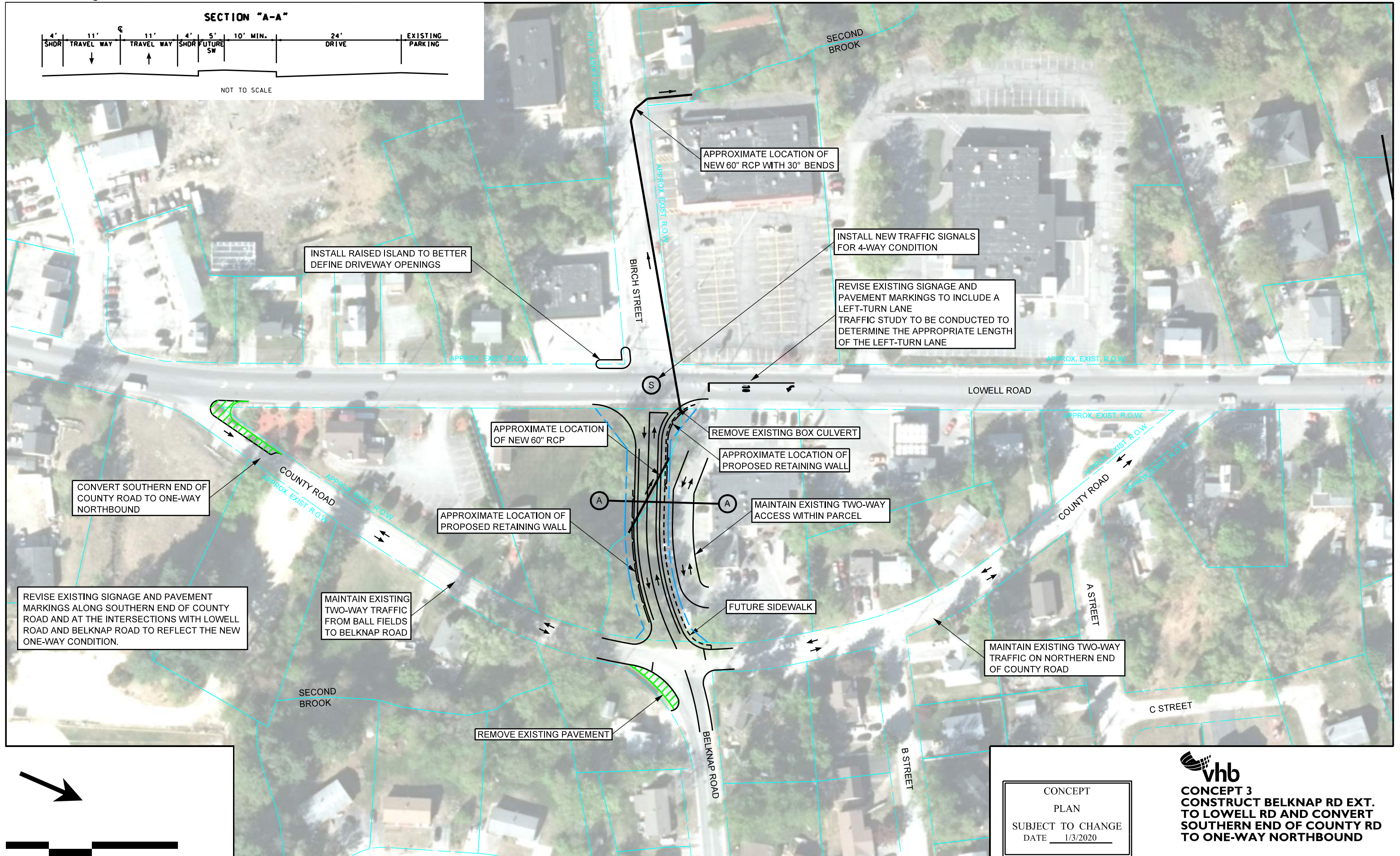
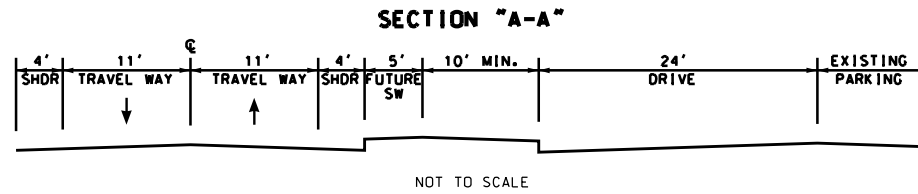


SOURCE: RIGHT-OF-WAY AND PROPERTY LINES SHOWN ON THIS MAP ARE FROM THE NHGRANT 2018 DATABASE AND ARE INTENDED FOR INFORMATIONAL PURPOSES ONLY.

CONCEPT
PLAN
SUBJECT TO CHANGE
DATE 8/15/2019

vhb
CONCEPT 4
CONSTRUCT BELKNAP RD EXT. TO LOWELL RD AND CONVERT SOUTHERN END OF COUNTY RD TO A DEAD END

LOWELL RD/COUNTY RD HUDSON, NH



SOURCE: RIGHT-OF-WAY AND PROPERTY LINES SHOWN ON THIS MAP ARE FROM THE NHGRANT 2018 DATABASE AND ARE INTENDED FOR INFORMATIONAL PURPOSES ONLY.

CONCEPT
PLAN
SUBJECT TO CHANGE
DATE 1/3/2020

**CONCEPT 3
CONSTRUCT BELKNAP RD EXT.
TO LOWELL RD AND CONVERT
SOUTHERN END OF COUNTY RD
TO ONE-WAY NORTHBOUND**

**LOWELL RD/COUNTY RD
HUDSON, NH**



TOWN OF HUDSON

Sustainability Committee

Deborah Putnam, Chairman Brett Gagnon, Selectmen, Liaison

12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6018 • Fax: 603-594-1143

RECEIVED

OCT 15 2021

TOWN OF HUDSON
SELECTMEN'S OFFICE



Agenda
10-20-21

8A

10/15/21

Update from the Sustainability Committee to Board of Selectmen

Re: Community Choice Aggregation Presentation 10/26/21

The Sustainability Committee (SC) recently has been largely focused on Community Choice Aggregation (CCA).

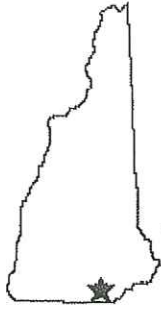
We have begun doing due diligence on the three candidate partners: Community Power Coalition of NH (CPCNH), Standard Power / Good Energy, and Freedom Energy Logistics / Colonial Power Group.

The SC will update the BOS with a summative PowerPoint presentation of the current status re: the candidate providers and the state of the enabling legislation in NH, our recommendations for next steps, and a proposed timeline for future actions.

Recommended preparation:

Review the presentations from the candidate providers which were made over the course of three meetings – July, August and September. The PowerPoint slide sets are available on the SC home page on the Town website. **Community Choice Aggregation Options:** <https://www.hudsonnh.gov/bc-sc/page/community-choice-aggregation-options>

HCTV recordings of the presentations plus Q&A by SC members can be viewed via:
<http://www.hudsonctv.com/CablecastPublicSite/search?channel=1&query=sustainability%20committee>



TOWN OF HUDSON FIRE DEPARTMENT

39 FERRY STREET, HUDSON, NEW HAMPSHIRE 03051

RECEIVED

OCT 20 2021

TOWN OF HUDSON
SELECTMEN'S OFFICE




Agenda
10-26-21

Emergency 911
Business 603-886-6021
Fax 603-594-1164

Robert M. Buxton
Chief of Department

8B

TO: Marilyn McGrath
Chairman

FR: Robert M. Buxton 
Fire Chief

DT: October 20, 2021

RE: BOS Public Agenda October 26, 2021 - Health Officer Reappointment

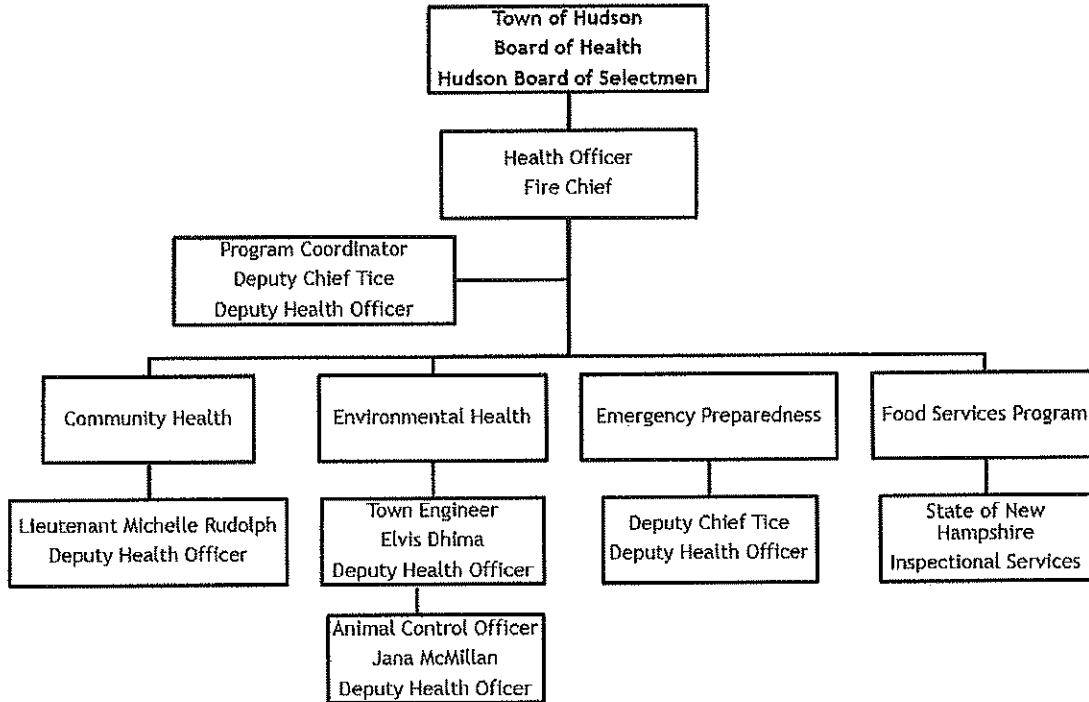
In 2018, the Fire Chief was reappointed as the Health Officer for the Town of Hudson. The time has come for the Board of Selectmen to give consideration for the reappointment of the Health Officer.

Under the RSA 128, the State of the New Hampshire Commissioner of the Department of Health and Human Services is responsible for the appointment of the local health officer. This appointment is made in conjunction with a recommendation from the Board of Selectmen for the Town of Hudson. Furthermore, the Board of Selectmen and the Health Officer will conduct business as the Town of Hudson Board of Health. This is for a three-year term for each appointment.

In January of 2015, we adopted an organizational chart that created four categories for the health responsibilities. To date, it is my opinion that this has worked very well. Customers concerns have been serviced very efficiently.

- 1. Community Health:**
This area will work with state and local partners to provide the residents of Hudson with up to date health information.
- 2. Environmental Health:**
Protect the health of the public by managing and enforcing laws and ordinances.
- 3. Emergency Preparedness:**
Work with regional partners to develop and maintain regional health preparedness.
- 4. Food Service Program:**
The Town of Hudson is not a self-inspecting community. This would mean that we are in a supportive role during emergencies to coordinate the closing and opening of a food establishment, either after a concern has been expressed or a fire has taken place.

You will note that I have recommended several names for the position of deputy health officer in the chart below. I believe all of the names submitted would represent the Town of Hudson well. If approved by the Board of Selectmen, we will forward the appropriate application to the State of New Hampshire for consideration.



Please contact me with any questions.

Thank you for your continued support.

Motion:

To approve the recommended appointments of Health Officer and Deputy Health Officer as recommended by the Fire Chief.



TOWN OF HUDSON

Police Department

Partners with the Community

1 Constitution Drive, Hudson, New Hampshire 03051
Voice/TTY (603) 886-6011/Crime Line (603) 594-1150/Fax (603) 886-0605



8C

William M. Avery, Jr.
Chief of Police

Captain David Cayot
Special Investigations Bureau

RECEIVED

OCT 20 2021

Captain Tad Dionne
Operations Bureau

TOWN OF HUDSON
SELECTMEN'S OFFICE *Captain David Bianchi*
Administrative Bureau

To : The Board of Selectmen
Steve Malizia, Town Administrator
From : William M. Avery Jr, Chief of Police *WMA*
Date : October 26, 2021
Re : Town Code Chapter 317 Vehicles and Traffic

§ 317-9 Stop intersections: The intersections described in Schedule III (§ 317-30), attached to and made a part of this chapter, are hereby designated as stop intersections, and any vehicle approaching such intersections on the first-named streets shall come to a full stop before entering said intersections.

§ 317-30 Schedule III: Stop Intersections: As provided in § 317-9, § 317-30 describes intersections that are designated as stop intersections, at which vehicles approaching such intersections shall come to a full stop before entering such intersections, and that such stop signs shall be installed.

The Highway Safety Committee has recommended adding a stop sign on Hampshire Drive at Wentworth Drive approaching easterly and adding a stop sign on Wentworth at Hampshire, approaching southerly. We are requesting that these stop intersections be added to § 317-30, the schedule of listed stop intersections, for Hampshire Drive at Wentworth Drive, east bound and Wentworth Drive at Hampshire Drive, south bound.

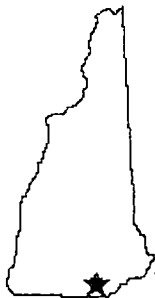
We are further requesting that a stop sign be installed at both of these locations listed above.

Motion:

To forward the above-listed change proposal of § 317-30 to a public hearing.



A NATIONALLY ACCREDITED LAW ENFORCEMENT AGENCY



TOWN OF HUDSON
Finance Department



8D

12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6000 • Fax: 603 881-3944

Agenda
10-26-21
RECEIVED

OCT 21 2021

TOWN OF HUDSON
SELECTMEN'S OFFICE

To: Steve Malizia, Town Administrator

From: Lisa Labrie, Finance Director *LL*

Date: October 21, 2021

Subject: **2021 Tax Rate**

I would like to request to be put on the agenda for the next Board of Selectmen's meeting.

Attached please find documentation for setting the Town of Hudson's 2021 Tax Rate. If the Board of Selectmen uses \$600,000 as budgeted, of the Town's \$4,938.847 Unassigned Fund Balance the tax rate would be approximately \$21.82 per thousand. This tax rate represents a 2.1% or \$.45 increase over last year's rate of \$21.37 per thousand.

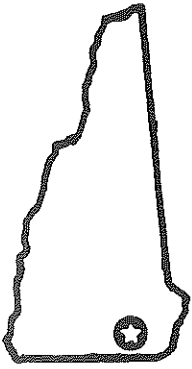
Using \$600,000 of the surplus as budgeted from the Unassigned Fund Balance would leave a surplus balance of \$4,338,847 which is equal to 5.4% of Fiscal Year 2022 gross appropriations.

I have prepared a motion to support the use of surplus as budgeted.

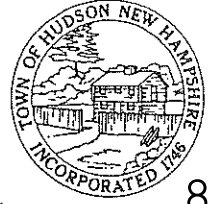
Motion: To authorize the use of \$600,000 of the Town's \$4,938,847 Unassigned Fund Balance in support of a tax rate of approximately \$21.82 per thousand, as recommended by the Finance Director.

**Town of Hudson, NH
2021 Tax Rate Calculation**

	<u>2020 Tax Calculation</u>	<u>2020 Tax Rate</u>	<u>2021 Tax Calculation</u>	<u>2021 Tax Rate</u>	<u>Tax Rate Incr/(Decr)</u>
<u>Town of Hudson</u>					
Gross Appropriations	36,348,010	\$11.43	37,418,962	\$11.62	\$0.19
Less: Revenues	(17,667,734)	(\$5.56)	(17,049,462)	(\$5.30)	\$0.26
Less: Shared Revenues					
Add: Overlay	206,131	\$0.06	185,000	\$0.06	(\$0.01)
War Service Credits	650,330	\$0.20	822,000	\$0.26	\$0.05
Net Town Appropriations/Approved Tax Effort	19,536,737	\$6.14	21,376,500	\$6.64	\$0.51
<u>School</u>					
Net School Budget (Gross Approp. - Revenue)	51,526,656		52,125,856		
Regional School Apportionment					
Less: Adequate Education Grant	(7,097,203)		(7,425,430)		
State Education Taxes	(6,287,702)		(6,294,306)		
Approved School Tax Effort	38,141,751	\$12.00	38,406,120	\$11.93	(\$0.07)
<u>State Education</u>					
Equalized Valuation (no utilities)	6,287,702	\$2.08	6,294,306	\$2.04	(\$0.04)
<u>County</u>					
Due to County	3,644,881		3,860,662		
Less: Shared Revenues	-		-		
Approved County Tax Effort	3,644,881	\$1.15	3,860,662	\$1.20	\$0.05
Total Property Taxes Assessed	67,611,071	\$21.37	69,937,588	\$21.82	\$0.45
Tax Rate % Change				2.1%	
Net Valuation	3,179,000,329		3,218,932,520		39,932,191



TOWN OF HUDSON
Office of the Town Administrator
12 School Street
Hudson, New Hampshire 03051



Agenda
10-26-21

8E

Stephen A. Malizia, Town Administrator – smalizia@hudsonnh.gov – Tel: 603-886-6024 Fax: 603-598-6481

To: Board of Selectmen

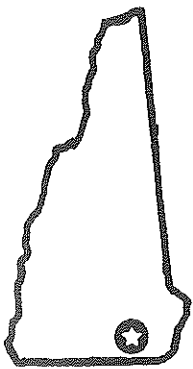
From: Steve Malizia, Town Administrator

Date: October 20, 2021

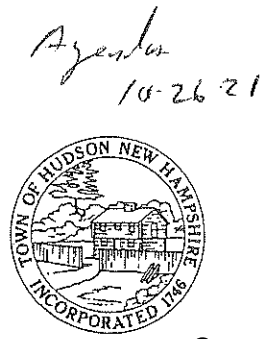
Re: FY 2023 Budget

I am placing an item on the Board of Selectmen's October 26, 2021 agenda to discuss any outstanding Fiscal Year 2023 budget items.

Should you have any questions or need additional information, please feel free to contact me. Thank you.



TOWN OF HUDSON
Office of the Town Administrator
12 School Street
Hudson, New Hampshire 03051



Stephen A. Malizia, Town Administrator – smalizia@hudsonnh.gov – Tel: 603-886-6024 Fax: 603-598-6481

8F

To: Board of Selectmen

From: Steve Malizia, Town Administrator

Date: October 21, 2021

Re: Hudson School District Waiver

Attached please find correspondence from Hudson School Superintendent Lawrence Russell regarding the replacement of freestanding signage at the SAU81 building located at 20 Library Street with an electronic sign. The SAU is invoking RSA 674:54, Governmental Use of Property, for the waiver of the Town of Hudson Sign Ordinance Zoning Requirement. I have reviewed the request with Town Attorney Lefevre and he advises that either the Board of Selectmen or the Planning Board may hold a public hearing and offer non-binding comments. Neither Board votes to approve or disapprove the sign. At most, they hold a public hearing, and then give non-binding comments. Attorney Lefevre does not recommend that both Boards (Selectmen and Planning Board) hold separate hearings. He also doesn't think that a public hearing is mandatory. Should the Board of Selectmen vote to conduct a public hearing, I recommend that the Planning Board be notified so that they also don't conduct a hearing. Should the Board decide not to hold a public hearing, I recommend that the Planning Board be notified so that they can determine if they want to hold a public hearing. Attorney Lefevre also advises that if either Board decides to hold a hearing, it has to happen within thirty (30) days. If the Board votes to hold a public hearing, the following motion is appropriate:

Motion: To hold a public hearing on the Hudson School District's RSA 674:54 waiver request to install an electronic reader-board sign on SAU81 property located at 20 Library Street.

Should you have any questions or need additional information, please feel free to contact me. Thank you.

RECEIVED

OCT 15 2021

TOWN OF HUDSON
SELECTMEN'S OFFICE

HUDSON SCHOOL DISTRICT
SAU # 81
20 Library Street
Hudson, NH 03051-4240
phone (603) 883-7765 fax (603) 886-1236

Lawrence W. Russell, Jr.
Superintendent of Schools
(603) 886-1235
lrussell@sau81.org

Kimberly Organeck
Assistant Superintendent
(603) 886.1235
korganeck@sau81.org

Rachel Borge
Director of Special Services
(603) 886-1253
rborge@sau81.org

Jennifer Burk
Business Administrator
(603) 886-1258
jbark@sau81.org

October 18, 2021

Town of Hudson
Attn: Board of Selectmen and Planning Board
12 School St.
Hudson, NH 03051

To Whom It May Concern:

The Office of the Superintendent has, through their agent Barlo Signs, applied for replacement freestanding signage at 20 Library St.

It is the intent of this office to replace the existing sign, using existing sign pole structure, with a new electronic reader board.

Being that the property at 20 Library St. is owned by the Town of Hudson's School District, with on site offices operating exclusively as a governmental use, it is requested that the Town of Hudson's Building Department/The Town waive the Zoning Requirements of the Town of Hudson's Sign Ordinance and allow for the installation of proposed signage - under NH State RSA 674:54.

Please find attached a completed sign permit application as presented to the Town of Hudson's Building Department, the Building Department's Zoning Determination and NH RSA Chapter 674, Section 674:54.

Should Barlo Signs be released to begin production of our proposed replacement signage, estimated construction time would be 8-10 weeks.

Sincerely,



Lawrence Russell
Superintendent of Schools

Enc.

Laffin, Jill

From: Jenn Robichaud <Jennifer.Robichaud@Barlosigns.com>
Sent: Friday, October 15, 2021 3:56 PM
To: ~BoS
Cc: Groth, Brian
Subject: New Sign - Office of the Superintendent
Attachments: Sign Proposal-Office of the Superintendent 10 15 2021 jr.pdf

EXTERNAL: Do not open attachments or click links unless you recognize and trust the sender.

Hello,

Enclosed please find our client's request for new signage at the Office of the Superintendent, 20 Library St.

Should you have any questions or concerns please don't hesitate to contact me.

Brian, I was unable to find a direct contact email to the Planning Board, vis the Town Website - I assume I would contact them through you-please let me know if otherwise.

Thank you for your time!

*If a quicker reply is needed, please call me at **603 966 6078***

BARLO

INTERNATIONAL

JENNIFER ROBICHAUD
PERMITS | PLANNING | ZONING
PH: 603-882-2638 x333
Fax: 603-882-7680
www.barlosigns.com



TOWN OF HUDSON

FIRE DEPARTMENT - INSPECTIONAL SERVICES DIVISION

12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6005 • Fax: 603-594-1142

SIGN PERMIT APPLICATION - PLEASE PRINT

Address: <u>20 LIBRARY ST</u>		Office use: Map: _____ Lot: _____ Zone: _____ Permit #: _____
Store/Company name: <u>OFFICE OF THE SUPERINTENDENT</u> Unit # _____		
Owner: <u>TOWN OF HUDSON</u>	Applicant: <u>BARLO SIGNS</u>	
Mailing address: <u>12 SCHOOL ST HUDSON NH 03051</u>	Mailing address: <u>JENN ROBICHAUD 158 GREELEY ST HUDSON NH 03051</u>	
Daytime phone #: _____	Daytime phone #: <u>603 882 2638 X 333</u>	
Cell phone #: _____	Cell phone #: _____	
Email: _____	Email: _____	
Sign Installer <u>SEE APPLICANT</u> Mailing Address _____		
Daytime phone # _____ Cell phone # _____		
Sign Manufacturer <u>SEE APPLICANT</u> Mailing Address _____		
Daytime phone # _____ Cell phone # _____		
Manufacturer UL File # <u>E-92151</u> All electrical signs shall be UL listed and labeled.		
Wording of sign (<i>ATTACH DRAWING</i>)		Cost of sign \$ <u>40,000</u>
Lighting: Non-illuminated <input type="checkbox"/> Internally illuminated <input checked="" type="checkbox"/> Externally illuminated <input type="checkbox"/>		
Is internal illumination existing: <input checked="" type="checkbox"/> yes or <input type="checkbox"/> no If yes, please provide sign UL#'s <u>X</u>		
PRODUCED WHEN SIGN APPROVED		
A separate electrical permit and inspections are required for all electrical signs. (please reference the application procedure #6)		
Type of sign:		
Awning <input type="checkbox"/>	Banner <input type="checkbox"/>	Home Occupation <input type="checkbox"/>
Directional <input type="checkbox"/>	Freestanding <input checked="" type="checkbox"/>	Temporary <input type="checkbox"/> From _____ to _____
Directory <input type="checkbox"/>	Business or Industrial (wall sign) <input type="checkbox"/>	Lens Replacement <input type="checkbox"/>
<u>Electronic Changing</u> one face <input type="checkbox"/> two face <input checked="" type="checkbox"/> other <input type="checkbox"/> (see attached affidavit)		

Size: Applications for any permanent or temporary sign shall be accompanied by structural details of sign framing and anchorage along with a photo; large signs and pylon signs shall be designed by a professional. Attach these plans to the application form. A plot plan showing the proposed sign location drawn by a registered surveyor shall be supplied and must depict all applicable zoning setbacks from the leading edge of the sign to the side of the road and lot lines.

Height 4 feet 11 inches
 Width 6 feet 2 inches

Location:

Distance from ground to bottom of sign: 2" feet
 Distance from ground to top of sign: 5'1" feet
 Lot frontage along which sign will be facing: N/A feet
 Building length along which sign will be placed: N/A feet

Proposed setback(s) from property line(s) *Attach location map*
NO CHANGE feet from SCHOOL (name) Street
 _____ feet from _____ (name) Street

Existing Signs: Are there existing signs on or within the property lot, building or development? No Yes

If yes, describe the number, type, size and location of signs. Attach a photo of the existing signs

I hereby attest to the accuracy of the information submitted herein, including any attachments, and acknowledge that any inaccuracies or omissions can result in revocation of this permit and loss of my vested rights to this sign.

BARLO SIGNS JENN ROBICHAUD
 Name of applicant (print)

BARLO SIGNS JR JENN ROBICHAUD
 Signature of applicant

WRITTEN AUTHORIZATION ENCLOSED
 Signature of owner or authorized agent*

08 30 2021
 Date

*If not the owner of the property, written permission from the owner must be presented indicating authorization to apply for the permit.

APPROVALS: Cost \$ _____

INSPECTIONAL SERVICES OFFICIAL:

Approved Denied _____
 Inspectional Services Official or Designee Date

ZONING ADMINISTRATOR:

Approved Denied _____
 Zoning Administrator Date

This sign permit is issued subject to the following additional requirements or stipulations:

Permit fees: Residential \$75.00 Commercial/Industrial \$150.00 Temporary \$75.00

LANDLORD AUTHORIZATION

FOR PERMIT(S), VARIANCE(S), HEARING(S)

< MUST BE SIGNED BY LANDLORD OR OWNER OF THE PROPERTY
ON WHICH SIGNAGE IS BEING INSTALLED >

This document verifies that you are authorizing BARLO SIGNS to install signage on your property pursuant to the attached drawings as well as authorizing BARLO SIGNS to secure all related permits required by the local municipalities.

Barlo Signs cannot apply for permits or hearings until we receive the LANDLORD or PROPERTY OWNER'S authorization to do so.

I hereby authorize an Authorized Representative of Barlo Signs of Hudson, N.H., to APPLY FOR SIGN PERMITS for this site and to APPEAR BEFORE THE PLANNING BOARD and/or SIGN REVIEW BOARD and/or the ZBA for this site.

I hereby authorize BARLO SIGNS to install signage on my property exactly as shown in drawing # _____ Dated: _____

Sign location address: 20 Library Street Hudson, NH

Property Owner's Signature: Jennifer Burk Digitally signed by Jennifer Burk
Date: 2021.08.30 09:44:47 -04'00'

Printed Name: Jennifer Burk, Business Administrator

Company Name: Hudson School District

Address: 20 Library St.
Hudson, NH 03051

Phone number: 603-883-7765

Date Signed: 8/30/2021

We cannot apply for permits or hearings until we receive your authorization. Thank you!

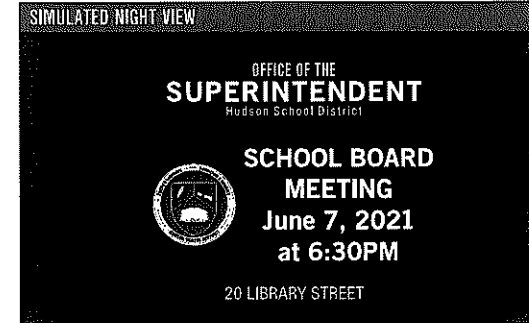
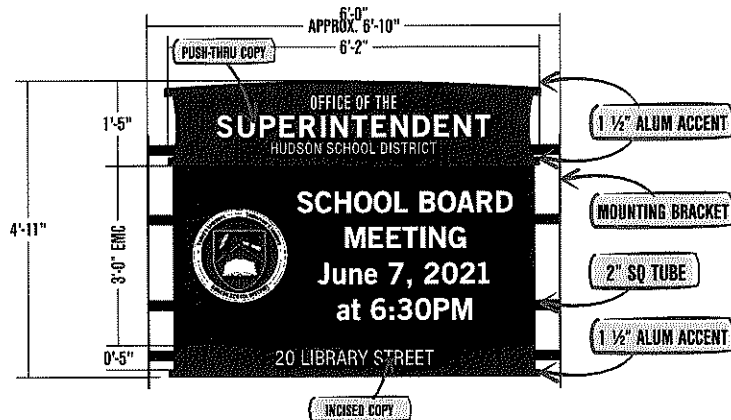
Reference JOB NAME: Office of the Superintendent Job #: 20033

VIDEO SIGNS INTERNATIONAL SCALE: 3/4"=1'-0"



ALL MEASUREMENTS ARE APPROX. SITE SURVEY REQUIRED

SCALE: 1/2"=1'-0"



SCOPE OF WORK

REMOVE & DISPOSE (1) D/F EXTERIOR ILLUMINATED SIGN - DO NOT REMOVE GRANITE POST

MANUFACTURE & INSTALL (1) D/F LED ILLUMINATED BLEED-FACE CABINET W/ PUSH-THRU AND INCISED COPY AND (2) EMCS BELOW

TOTAL SQUARE FEET:

CODE ALLOWANCE: SQ FT

VARIANCE REQUIRED: N/A

COLOR SCHEDULE - CLIENT TO VERIFY

PTM PANTONE 647 C

PTM PANTONE 349 C

COLORS TO BE APPROVED BY CLIENT:



SIGN HERE PLEASE

* PLEASE NOTE COLORS MAY APPEAR DIFFERENT ON SCREEN*



PROJECT APPROVAL:

Client:	Date:
Design:	Date:
Sales:	Date:
Updating:	Date:
Production:	Date:

DESIGNER: AS
SALES REP: HAHN
PH: XX

OFFICE OF THE SUPERINTENDENT
20 LIBRARY STREET
HUDSON, NH 03051
05.17.21

ITEM **A**

SHEET 1.0



TOWN OF HUDSON

Land Use Division



12 School Street • Hudson, New Hampshire 03051 • Tel: 603-886-6008 • Fax: 603-594-1142

Zoning Determination #21-145 Sign permit application 2021-00916

September 2, 2021

Jenn Robichaud
BARLOW SIGNS
158 Greeley St
Hudson, NH 03051

Re: 20 Library St Map 182 Lot 102-000
District: Town Residence (TR)

Zoning Review / Determination: Electronic Changing Sign application.

Per Z.O. §334-58B: *"The following signs **may be erected without a permit** and are not included in the maximum sign area allowed unless otherwise indicated, **but must comply with all other requirements of this chapter** as stated herein."* §334-58B(17) **"Signs installed by governmental bodies."**

No sign permit required.

However, I note the installation of subject sign would not be in compliance with chapter 334 requirements as follows:

- 1) §334-60 General Requirements. H. *"Electronic changing signs are permitted in the Business (B) and Industrial (I) Zoning Districts subject to the requirements of § 336-64C below. **Electronic changing signs shall be prohibited in the Town Residence (TR), Residential (R-1, R-2) and General (G and G-1) Zoning Districts.**"*
- 2) §334-64C(6) *"Electronic changing signs shall be located a minimum of 200 feet from any residential dwelling unit."*

The brightness was not specified/submitted. Refer to §334-64C:(7) *The portion of a freestanding sign that contains an electronic changing sign component shall only be operated during the hours the business associated with the electronic changing sign is open.*

(8) *All illumination elements on the face of electronic changing signs shall remain at a fixed level of illumination for a period of not less than 15 minutes.*

(9) *All text and message displays of an electronic changing sign shall fade onto and off of the electronic message display area, statically and uniformly, at a rate of change of no more than two seconds.*

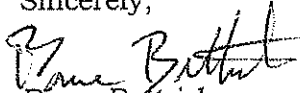
(10) *Electronic changing signs shall be equipped with automatic dimming controls, so the brightness level will be highest during the day and lowest at night. Manufacturer specifications shall be submitted at the time of sign permit specifying maximum sign brightness. The maximum brightness shall not exceed 8,000 NITS with a maximum nighttime reading not to exceed 20% of the sign's maximum brightness.*

NOTE: *this determination may be appealed to the Hudson Zoning Board of Adjustment within 30 days of the receipt of this letter.*

Please:

1) Revise your proposed installation for compliance, 2) Request/apply for variances to the Ordinance as needed, or 3) invoke RSA 674:54 Governmental Use of Property.

Sincerely,



Bruce Buttrick

Bruce Buttrick

Zoning Administrator/Code Enforcement Officer

(603) 816-1275

bbuttrick@hudsonnh.gov

cc: Public Folder
J. Burk – Business Administrator
B. Groth – Town Planner
D. Hebert – Building Official
S. Malizia – Town Administrator
File

NOTE: this determination may be appealed to the Hudson Zoning Board of Adjustment within 30 days of the receipt of this letter.

TITLE LXIV PLANNING AND ZONING

CHAPTER 674 LOCAL LAND USE PLANNING AND REGULATORY POWERS

Governmental Use of Property

Section 674:54

674:54 Governmental Land Uses. –

I. In this section, "governmental use" means a use, construction, or development of land owned or occupied, or proposed to be owned or occupied, by the state, university system, the community college system of New Hampshire, or by a county, town, city, school district, or village district, or any of their agents, for any public purpose which is statutorily or traditionally governmental in nature.

II. The state, university system, community college system of New Hampshire, county, town, city, school district, or village district shall give written notification to the governing body and planning board, if such exists, of a municipality of any proposed governmental use of property within its jurisdiction, which constitutes a substantial change in use or a substantial new use. Written notification shall contain plans, specifications, explanations of proposed changes available at the time, a statement of the governmental nature of the use as set forth in paragraph I, and a proposed construction schedule. Such notification shall be provided at least 60 days prior to the beginning of construction. Either the governing body or planning board of the municipality may conduct a public hearing relative to the proposed governmental use. Any such hearing shall be held within 30 days after receipt of notice by the governing body or planning board. A representative of the governmental entity which provided notice shall be available to present the plans, specifications, and construction schedule, and to provide explanations. The governing body or planning board may issue nonbinding written comments relative to conformity or nonconformity of the proposal with normally applicable land use regulations to the sponsor of the governmental use within 30 days after the hearing.

II-a. Any use, construction, or development of land occurring on governmentally owned or occupied land, but which is not a governmental use as defined in paragraph I, shall be fully subject to local land use regulations.

II-b. The construction and operation of any solid waste disposal facility on land owned or occupied by any city or town within another city or town shall be subject to local land use regulations to the same extent as if the land were owned and occupied by a private entity. Nothing in this paragraph shall affect the construction and operation of a solid waste facility on land owned by a solid waste management district formed under RSA 53-A or RSA 53-B or any combination of municipalities authorized by an act of the general court, if the land is located within a city or town that is part of the district.

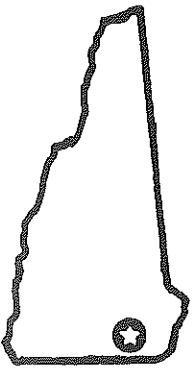
III. This section shall not apply to:

(a) The layout or construction of public highways of any class, or to the distribution lines or transmission apparatus of governmental utilities, provided that the erection of a highway or utility easement across a parcel of land, shall not, in and of itself, be deemed to subdivide the remaining land into 2 or more lots or sites for conveyance for development purposes in the absence of subdivision approval under this title. For purposes of this subparagraph, "transmission apparatus" shall not include wireless communication facilities.

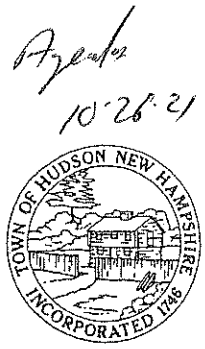
(b) The erection, installation, or maintenance of poles, structures, conduits and cables, or wires in, under, or across any public highways under RSA 231, or licenses or leases for telecommunication facilities in, under, or across railroad rights of way. For purposes of this subparagraph, "structures" shall not include wireless communications facilities.

IV. In the event of exigent circumstances where the delay entailed by compliance with this section would endanger public health or safety, the governor may declare a governmental use exempt from the requirements of this section.

Source. 1996, 262:1. 1998, 281:2. 2007, 29:1, eff. May 14, 2007; 361:32, eff. July 17, 2007.




TOWN OF HUDSON
Office of the Town Administrator
12 School Street
Hudson, New Hampshire 03051



Stephen A. Malizia, Town Administrator – smalizia@hudsonnh.gov – Tel: 603-886-6024 Fax: 603-598-6481

8G

To: Board of Selectmen

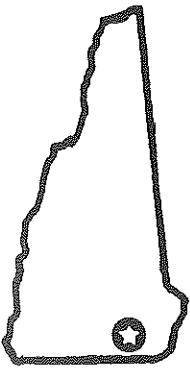
From: Steve Malizia, Town Administrator 

Date: October 20, 2021

Re: Halloween Trick or Treat Hours

Chairman McGrath has asked that an item be placed on the Board of Selectman agenda confirming Halloween Trick or Treat hours for 2021. Per a policy adopted by the Board of Selectmen on October 8, 1996, Trick or Treat in Hudson will be held on October 31st between 6:00 p.m. and 8:00 p.m.

Should you have any questions or need additional information, please feel free to contact me. Thank you.



TOWN OF HUDSON
Office of the Town Administrator
12 School Street
Hudson, New Hampshire 03051


Agenda
10-26-21



8H

Stephen A. Malizia, Town Administrator – smalizia@hudsonnh.gov – Tel: 603-886-6024 Fax: 603-598-6481

To: Board of Selectmen

From: Steve Malizia, Town Administrator 

Date: October 21, 2021

Re: Defining Relationships with Town Employees

Selectmen Roy has asked that the attached memo be placed on the Board of Selectmen's October 26, 2021 agenda for discussion.

Should you have any questions or need additional information, please feel free to contact me. Thank you.

Agenda
10-26-21

RECEIVED

OCT 21 2021

TOWN OF HUDSON
SELECTMEN'S OFFICE

RE: Defining Relationships with Town Employees

It has been brought to my attention that a member of this Board has addressed job performance issues directly with employees. This Board member has made comments about certain employees' performance and job attendance. These comments have been made in public; to other Board members; and to other employees. To exasperate this situation it seems certain employees, other than department heads, have a "direct line" to this Board member.

This is obviously disruptive to Hudson's day-to-day management and it sends the wrong message to our employees regarding our Town Administrator. Our employees deserve solid and consistent leadership. Interference in the day-to-day supervision of employees could be construed as a vote of no confidence as to the management abilities of our current Town Administrator.

Although the authority to hire and fire employees is vested in the BOS pursuant to RSA 41:8, it would be absurd for any member of this Board to assume that day to day operations, supervision, discipline, rewards, human resource management, training of employees, and leader development would be executed by a part time board of selectmen. I'd suggest that those tasks are destined to be performed by the Town Administrator. And to perform those tasks, his span of control would be to those actors that would accomplish these tasks in their individual departments. Likewise, we would expect that these directors would, through their appointed subordinate leaders, would perform these management tasks to support the worker at the lowest level. We would expect to see a resulting clarity of mission, definitive lines of supervision, and unified and organized performance.

Our interference in this process is not only frustrating to senior management, but also fool hardy. We are, in many instances, the final stop in an employee disciplinary action. However, our interaction with town employees is in our governing capacity. We do not, not should not, supervise the day-to-day activities of town employees.

I propose that, either through consensus of this BOS or via by-law change, that the following language be adopted:

1. Any Board member desiring to address an issue dealing with employee performance or personal work habits will address these concerns through the Town Administrator.
2. Any Board member contacted by a Town of Hudson employee regarding the job performance of another Town of Hudson employee will advise that employee to report such to their department head or the Town Administrator.