

HUDSON, NH BOARD OF SELECTMEN
Minutes of the September 26, 2017 Meeting

1. CALL TO ORDER - by Chairman McGrath the meeting of September 26, 2017 at 6:59 p.m. in the Selectmen's Meeting Room at Town Hall.

2. PLEDGE OF ALLEGIANCE - led by Selectman Coutu.

3. ATTENDANCE

Board of Selectmen: Marilyn McGrath, Roger Coutu, Angela Routsis, David Morin

Absent: Ted Luszey

Staff/Others: Steve Malizia, Town Administrator; Donna Graham, Executive Assistant; Sergeant Roger Lamarche; Elvis Dhima, Town Engineer; Principal Steve Beals; Fire Chief Rob Buxton; Dave Yates, Recreation Director

4. PUBLIC INPUT

Chairman McGrath asked does anyone in the audience wish to address the Board on any issue which the Board has control of at this time. Seeing none.

5. NOMINATIONS AND APPOINTMENTS - None

6. CONSENT ITEMS

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

Motion by Selectman Coutu, seconded by Selectman Routsis, to approve consent items A, B, C, D, E and F as noted or appropriate, carried 4-0.

A. Assessing Items

1) Certification of Yield Taxes Assessed/Timber Warrant, Map 118, Lot 044, w/recommendation to approve and sign

B. Water/Sewer Items

1) Sewer Abatement - Map 175, Lot 034 - 1 Otter Way, w/recommendation to approve

C. Licenses & Permits

1) Request to Solicit Funds - Knights of Columbus, Council #5162
2) Outdoor Gathering Permit - Do Jo Sante, Kendall Pond Pizza, and California Burritos

D. Donations

1) \$3,500 from Digital Credit Union to be placed in the Fire Department's general donation account
2) \$50.00 from VFW Auxiliary to be placed in the Fire Department's Fire Explorers Donation Fund

E. Acceptance of Minutes

1) Minutes of the September 5, 2017 Workshop meeting

F. Calendar

09/27 7:00 Benson Park Landscape Cte - BOS Meeting Room
09/27 7:00 Planning Brd - Buxton CD Meeting Room - CANCELLED
09/28 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room
10/04 7:00 Budget Cte - Buxton CD Meeting Room
10/05 6:30 Recreation Cte - BOS Meeting Room
10/05 7:00 Benson Park Cte - HCTV Meeting Room
10/09 COLUMBUS DAY - TOWN HALL CLOSED
10/09 7:00 Conservation Cmsn - Buxton CD Meeting Room
10/09 7:00 Cable Utility Cte - HCTV Ctr.
10/10 7:00 Board of Selectmen - BOS Meeting Room
10/11 7:00 Planning Brd - Buxton CD Meeting Room
10/12 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room

10/17 7:00 Municipal Utility Cte - BOS Meeting Room
10/17 7:00 Board of Selectmen Budget Review - BOS Meeting Room
10/19 7:00 Benson Park Cte - HCTV Meeting Room
10/19 7:00 Board of Selectmen Budget Review - BOS Meeting Room
10/23 7:00 Sustainability Cte - Buxton CD Meeting Room
10/24 7:00 Board of Selectmen - BOS Meeting Room
10/25 7:00 Benson Park Landscape Cte - BOS Meeting Room
10/25 7:00 Planning Brd - Buxton CD Meeting Room
10/26 3:00 Trustees of Trust Fund - Buxton CD Meeting Room
10/26 7:00 Board of Selectmen Budget Review - BOS Meeting Room
10/26 7:30 Zoning Brd of Adjustment - Buxton CD Meeting Room

7. OLD BUSINESS

A. Votes taken after Nonpublic Session on September 12, 2017:

- 1) *Motion by Selectman Coutu, seconded by Selectman McGrath, to deny the Step 2 Grievance filed by the Hudson Highway Union, AFSCME Local 1801, for the member who was bypassed for a promotion to the position of Special Equipment Operator - Sewer, carried 4-0.*
- 2) *Motion by Selectman Morin, seconded by Selectman McGrath, to seal the minutes of the Nonpublic Session, carried 4-0.*
- 3) *Motion to adjourn at 11:37 p.m. by Selectman McGrath, seconded by Selectman Coutu, carried 4-0.*

B. Application for licensing and regulating purchases of scrap metal - Recore Trading Co., LLC

Chairman McGrath recognized Town Administrator Steve Malizia to speak on this item.

Steve Malizia believed the Board had pulled this item from the consent agenda. They had a couple of questions regarding junkyard and what not. Mr. Belisle the principle of Recore is here to answer any questions should the Board have any and would like to ask him any. It's my understanding this is not a junkyard. It is a scrap metal and a catalytic converter business.

Chairman McGrath said I have a question. This is based on Selectman Luszey. He was concerned about this appearing as a junkyard and could you explain how you're going to store the material that you get, and then extract, and what the process is after you extract those metals.

Donald Belisle indicated there's two main parts to the business. The first part is reclaiming of precious metals from catalytic converters from cars. Catalytic converters this is a piece of a converter. It contains platinum, palladium, and rhodium which we can extract and sell back to new car manufacturers to make new converters. These elements never wear out. This process will be done in our new building that we've got a site plan before the Town for now. Everything will be indoors. The machines will just crush this up and grind it to a fine powder and we'll look at it with an x-ray and it will tell us how much of each metal is in it. All that is indoors. The part that you're probably concerned with is we buy also what they call "flats". They're cars that have been taken by a licensed salvage yard. They remove all the fluids. They take the battery out, catalytic converter, and then any mercury switches. Anything that's hazardous has been removed and then they're crushed down flat. It's called "ferris flats". It's basically steel. We buy them, we pick them up on our trucks, and we haul them to the facility. We weigh them, offload them, and load them onto other trucks that go to different parts of the country. We don't have any oil. No fluids at all. Everything we have has been processed by a licensed salvage yard.

Chairman McGrath asked what's the turnaround time for once you get the flats in and then transfer them to your trucks. In a perfect world, Mr. Belisle said they go from one truck to another. That doesn't always happen. Sometimes the piles of flats may be there overnight or a night or two. They're not making us any money when they're sitting on the ground. We need to get them out to get paid for them. Chairman Luszey asked there's little outside storage based on that and any outside storage would only be for a short period of time - less than a week. Mr. Belisle agreed.

Chairman McGrath asked if there were any more questions. If not, is anyone prepared to make a motion?

Selectman Coutu indicated I'll make a motion. This is a consent item initially from the 9/12 meeting.

Motion by Selectman Coutu, seconded by Selectman Routsis, to approve Consent Item 7. B. as received on the agenda of 9/12/17. (Recore Trading Co., LLC (Donald Belisle)'s Application for licensing and regulating purchases of scrap metals.), carried 4-0.

8. NEW BUSINESS

A. NH House Bill - HB#324 - Study Committee

Chairman McGrath recognized Town Administrator Steve Malizia.

As you all may recall back in January, Steve Malizia explained there was a discussion regarding utility valuation and the effect it would have on the Town of Hudson tax rate as well as other communities. The Board at the time authorized a letter signed by the Chairman to go to the Science and Technology Committee asking them to vote Inexpedient To Legislate, i.e. kill this Bill. It went to committee. It's now come back to the Science and Energy Committee and they're going to be deliberating. So we'd like to send a refresh letter again stating the Town's position that we would like this to be voted Inexpedient To Legislate. As you recall, we spend resources to properly value and fairly value the utilities in our town and what this is basically doing is taking a weight that's derived the Department of Revenue Administration which is quite different than the actual assets in our community. Again, we're just refreshing this and asking that we be allowed to send a letter refreshing our opposition to this Bill.

Selectman Coutu asked do we know if any of our local reps. are on the committee. Steve Malizia said when I testified, I believe its Representative Smith perhaps he's from Pelham. I think that may be him. I actually testified on your behalf in opposition on this Bill. I gave written testimony. He's a member of this. We'll also bring it to Speaker Jasper's attention again and the Committee Chair for this Committee. There was one Rep. that serves as our area - he's not the Hudson resident. He's a Pelham Rep. but he represents our District correct. Selectman Coutu asked could we include him on the...Mr. Malizia said yes we certainly could. Selectman Coutu thought we should send it to every member of the House of Representatives in our District.

Selectman Routsis noted its part of the recommendation that's on this to cc Hudson's entire House and Senate delegation. Mr. Malizia said right now it's not a Senate bill so they may not be aware of what's going on. I don't say that prejudicially. They have their bills. Selectman Coutu didn't think Senator Carson what she does judiciary but if it goes to that point, then we'll deal with it at that. Mr. Malizia agreed. If it gets out, we'd have to deal with it at that point.

Motion by Selectman Coutu, seconded by Selectman Morin to send a follow-up letter to Chairman Richard Barry of NH House Science, Technology and Energy Committee recommending the Committee vote - Inexpedient To Legislate with a copy to the delegation, carried 4-0.

B. Request to advertise for two (2) Part-Time School Crossing Guards

Chairman McGrath recognized Sergeant Roger Lamarche.

Good evening. Sergeant Roger Lamarche of the Hudson Police Department representing the Police Department and Chief Lavoie. We recently received resignation letters from two of our Crossing Guards. We're looking for approval to request to advertise two part time positions for a school crossing guard and the rate is \$13.50 an hour.

Motion by Selectman Morin, seconded by Selectman Routsis, to allow Police Chief Jason Lavoie to advertise for two (2) part-time School Crossing Guards, carried 4-0.

C. 8" Water Main Acceptance - 22 Brady Drive

Chairman McGrath recognized Town Engineer Elvis Dhima.

Good evening everyone. Elvis Dhima noted last year's Planning Board approved a storage facility expansion. One of the conditions of that approval was bringing town water and a fire hydrant for fire protection that was completed last year. The paperwork was submitted this year. It passed the bacteria test and the pressure test. I'm here in front of you tonight to ask you to accept this water main to become town property as recommended by the Road Agent, Municipality Committee, and myself.

Motion by Selectman Morin, seconded by Selectman Routsis, to accept the 8 inch water main along Brady Drive as recommended by the Town Engineer, Road Agent, and Municipal Utility Committee, carried 4-0.

D. Lowell Road CMAQ Project Financial Commitment

Chairman McGrath recognized Town Engineer Elvis Dhima.

Elvis Dhima explained my second item for you tonight is Lowell Road CMAQ project financial commitment. Most of you remember last year except you Selectman Morin, I believe the Town Planner at the time John Cashell had a presentation to the Board of Selectmen regarding six items related to traffic improvements throughout town. The Board of Selectmen took action on for of the items. Two of them have been completed. Two of them are scheduled for completion by the end of the year and two of them were put on hold. The project that I'm going to be talking about

tonight is one of them that was on the list. It calls for adding a lane on Lowell Road and Wason Road intersection to the Sagamore Bridge ramp. We filed a letter he sent to the State for a grant - federal money basically. We were selected to move forward. The Land Use Director and myself on September 20th attended a mandatory meeting. During that meeting, we were advised to get the governing body approval with some kind of financial commitment before we filed for the application which is due October 20th. That's why I'm in front of you tonight. I presented two options. The first one is to move forward with a preliminary financial commitment through a warrant article. The second one is not to move forward with this project. The State understands that the voters have the final say in March. We're not committing anything in this meeting. We're just simply saying we'd like to move forward with the filing and the voters have the final say in March when they get to vote for the warrant article. With that said, I'll take any questions you might have.

Selectman Coutu said it was my understanding Mr. Dhima when this was first presented that we had corridor accounts and now it looks like we're going to the voters to ask them to approve a warrant article for \$300,000. Can you tell me where the confusion is where I thought we were going to use corridor money for this as opposed to funding it directly? Elvis Dhima stated at the time there was corridor money available. That money is currently being used for the intersection for the street lighting on Pelham and Lowell Roads. We're using that money for that project. There will be money coming into the corridor through projects that will be happening. This is worst case scenario. If we have money in the corridor, we'll obviously be using that but right now we're looking at worst case scenario - \$1.5 million for the project which is the maximum for a CMAQ grant and the town portion of it will be 20 percent of that. To answer your question Selectman Coutu, we did have money at the time. That money now is committed to Pelham and Lowell Road traffic light. There's more money coming in. I don't know how much that will be when this gets through. This could take 3 years; it could take 5 years. If the Board decides to move forward and there is corridor money there, well obviously we'll be using that but this is basically just getting some kind of commitment at this time.

Selectman Coutu asked is all of the land that is going to be used for the additional lane within the 25 foot setback that is typically required. I can see with the highway it doesn't matter but there's a couple of businesses there that own some of that land. Mr. Dhima said that's an excellent question. Those three properties that you see that will be impacted will be combined into one as project right down in the works for that property to be developed part of this has to do with that business moving here providing the town the right of way to add another lane on Lowell Road. All those properties that you see there will be combined into one and then they'll provide us with the right of way to add another lane. That is in the works right now. There is a zoning determination that went out. There's a Zoning Board of Adjustment meeting Thursday related to that item and they'll be coming in front of the Planning Board probably in the next month or two.

Chairman McGrath said just to clarify, those three businesses that you're referring to Selectman Coutu those will likely go away because what they're planning to do is to consolidate those three properties and then redevelop it.

Selectman Coutu asked does that include the house. Mr. Dhima said yes. Chairman McGrath said I haven't seen the plans but that's what my understanding is. Elvis said the house will be demoed and so will the major building on the corner and the one behind it. It will be a merging of lots. That will be the first phase and then the second one would be the actual development of the site. Selectman Coutu asked who owns that end of Lowell Road. Mr. Dhima said there's one owner that owns...Selectman Coutu asked the State or the town owns the road itself. Mr. Dhima said the State owns that. They have the right of way. Selectman Coutu asked why aren't they paying for it if they own it. Mr. Dhima said they'll be paying 80 percent of it. Selectman Coutu said they're not paying all of it. It's not ours it's theirs. Who build the Sagamore Bridge us (inaudible) 20 percent of that bridge. Mr. Dhima said the feds did.

Selectman Coutu didn't understand why we can identify a traffic problem that we think we can solve with an additional lane for a short period which will all merge back into a single lane again. I don't see how that solves a problem. I can see where that might create a problem half way up the road. Elvis Dhima indicated the ramp will also have an additional lane as well. Selectman Coutu asked who was putting that in. Mr. Dhima said we are. That's part of this project. It's all in one. Basically we're adding a lane on Lowell Road and also you're going to see a second lane on the ramp. The visuals don't do it any justice but basically you're going to have the same scenario as you're coming from Walmart merging into Sagamore and you have that ramp that consists of two lanes. Trying to mimic the same thing on the other side. Selectman Coutu said now it makes more sense. So there will be two full lanes. I saw it as a problem being solved until it becomes another problem. If you're going to have the continuation of the second ramp all the way up, I can see some general relief there. Thank you I'm good.

Motion by Selectman Coutu, seconded by Selectman Morin, to proceed with Lowell Road CMAQ project and prepare a Warrant Article for the amount of \$300,000, carried 4-0.

Selectman Coutu said for the listening audience there will be a warrant article. We're authorizing a warrant article to be put on the ballot. The voters as you said Mr. Dhima will have the final say. If they vote not to approve the project, then we won't be doing it. I implore the citizens who are familiar with and should be almost everyone in Hudson with that section of the town to take a good look and to get the feel for what we go for as a community in accessing the Sagamore Bridge and the exit from Wason Road which is compounded by the Market Basket exit and entrance as well as the Good Will entrance and exit which is picking up more traffic lately and then we're going to have the consolidation on that intersection of those businesses and to 1) let our conglomerate so people can understand that we're trying to

ease the flow. It will also resolve some of the issues that were presented on this Board primarily by the Acting Chair with regards to having relief on Lowell Road for the new fire station. I think it would be a tremendous asset when Mr. Cashell came up with this idea. I thought it was a good idea then. I guess I jumped the gun and spent all the money on Pelham Road.

Chairman McGrath asked to make a point too. There will be additional cap fees coming to the town for development along Lowell Road. We've got Irving Gas Station which has been proved and they will be paying cap fees. I don't remember the amount. This new development although they'll be donating the right of way for this expansion, they'll also be contributing cap fees. They too will have an impact on the traffic on Lowell Road. Those two projects whatever the amount is that will reduce that \$300,000 amount that the taxpayers would have to come up with. That \$300,000 may be reduced significantly.

E. Alvirne High School Renovation Presentation

Chairman McGrath recognized Alvirne High School Principal Steve Beals.

My name is Steve Beals. I'm the Principal of Alvirne High School. I've been a Hudson resident for 44 years. Educated in the school system and my family really enjoys our time in the town and I hope that we had exhibited the community pride that the Board of Selectmen would have for a family with our activities. Tonight I'm joined by Lance Whitehead. He's an architect with Lavallee-Brensinger. If I have a question first for the Town Administrator we sent the packet of information. Does the Board have that? Mr. Malizia said yes. Mr. Beals said a real appreciation here is for the Board of Selectmen to get some additional information other than looking at websites, etc. about the project that's been proposed. Lance Whitehead is our primary architect as I said from Lavallee-Brensinger. Their body of work in secondary schools and CTE (career technical center/education centers) is significant. Current project that they're working on is at the Salem High School and the Salem CT. They designed Windham High School. They've done the two Nashua High Schools and CT centers. I've had some previous experience in both Laconia and Sanborn Regional High School with them as well. Our goal tonight, we're speaking to you but I want you to have the background of the support of the Hudson School Board.

Steve Beals indicated the Hudson School Board made a decision before the design was talked about to create two warrant articles to be presented later as the year develops into the March voting piece to support Warrant Article 1 as the CTE addition and renovation and Warrant Article 2 which is to support an Alvirne High School addition and renovation predominately in six different spaces that you will later hear about. The Board vote for both of those warrant articles was unanimous. There is still some add alternates that the School Board is deliberating on with a timeline set for the end of October as they complete the budget review process for the 2018/2019 school year. What we're going to do is take you through the presentation. If you have questions, feel free to interject at any time and we'll be happy to do whatever we can do to answer those questions for you.

Lance Whitehead explained we've been working with the career and technical center for a little more than a year and a half. In January 2016 we started working with them. They formed a renovation committee including staff, private citizens, and a pretty large group actually of a good sampling of the town. We met with them and started looking at what they needed to be prepared for and knowing that there is a State funding opportunity for them in the next biennium and knowing that the State would like them to be prepared to be able to receive that money. The way the State of New Hampshire works is that the next biennium the State will be voting on whether to fund a CT project for the Palmer to fund it 75 percent of the construction for that center. Should this community not approve their 25 percent portion of it, those monies go to the next center until which Hudson is ready to actually approve a project. Knowing that the legislature has asked that you approve projects before they come before them, we needed to be well in advance of that biennium which is about to be prepared for next year. What we started with was essentially a needs based understanding of the curriculum and where they're currently falling short on current curriculums they also took the opportunity to look at all of their curriculum and understand where they're going to be knowing that you're in a 25 year cycle. It will be another 25 years that this center has to be for you to implement what they do. Right now the center has several programs some of which are falling short and what they need to accomplish for students to receive the skills that they need to go to the work force as well as what they need to accomplish for students to receive college credit. All of these students coming from the sending areas and coming from Hudson do receive a certificate from these programs so they're ready to go immediately to the workforce or into college with credit.

Mr. Whitehead said our biggest push was to first understand the curriculum and then figure out what is the space that needs to be changed to support the project. The Department of Education has the same expectations as all of your community would have which is can you justify everything you're doing here and can you justify all of the costs associated with this. Some of it is equipment and some of it is utility infrastructure. Essentially 25 years ago the equipment was considerably different and the utility infrastructure to support that equipment is considerably different. There are some programs that are extremely falling short. We found very early on like the welding program that essentially doesn't have enough space to do welding in and then they had other programs that aren't meeting safety clearances or that they're curriculum has been changed significantly over the last 25 years from what they teach knowing that the industry has changed. The big push was to modernize career and technical developments of the

students from Hudson and all of the sending communities can continue to receive that skillset that they're doing now and that's why the State has you on that cycle.

Lance Whitehead noted there were a few things that did crop up. We brought mechanical, electrical, plumbing engineers through. We did look at the mechanical systems and noted that as part of any major renovation project it is time to replace those and also noted that if you have a new mechanical system that is going to be launched for this center, you would want to take advantage of the 75 percent State funding at this time to do that. At the same time, that committee began to look at a few things at the high school that really were growing issues. Some of those being special education - their space originally built into the technology center really inadequate for what they're trying to accomplish, and then also a lack of performing arts spaces, and a cafeteria that wasn't functioning well. Based on some of those findings, the ad hoc committee decided they would like to move forward with a holistic project that addressed just those critical needs at the high school as well as the CTE project. What we're proposing and what we've worked through, we've looked at several iterations of the plan. At one time we had a project that was nearly twice this size and of course through justification kind of narrowed it down and then going back and kind of looking at what we could do to live with a more affordable project. We've essentially narrowed it down to what the current scope is today.

Mr. Whitehead stated right now if you look at the site plan, you'll see that we're proposing two major additions to the building. If you were standing in front of the building on the left-hand side, we're proposing an addition to the high school. On the right hand side, we're proposing an addition to the career and technical center. We are proposing a full, complete renovation of every program in the career/technical center. Some are getting more renovation than others but everybody is getting an upgrade because everybody essentially is working on a program that's 25 years plus old. Some of them are actually in the 1950s and '40s building. We did find one area of the building that when we look at it with our engineers wasn't worth salvaging. I don't think it would come of any shock if somebody has been in the greenhouse building in the old ag. building. Very inefficient building and not meeting current codes by any measure including accessibility, energy code, structural code. In that area, we decided that it would be more cost effective to knock it down and rebuild next to it than it would be rehab it.

Steve Beals interjected a point on the high school addition side. We've had lots of discussions both in my time as principal as well as before about school safety concerns and having a main office area at Alvirne High School on the second floor but an entry area on the first floor consistently creates challenges as is our parking lot on day to day basis. Earlier tonight I'm obviously thrilled to hear the Board approve advertisements for crossing guards because the school entry time and the school departure time is a challenge every single day. We are unique that we have a parking lot area that goes from the road to the door. We have several parents and students who believe they have valet service that should bring them directly car to door. With no aspect of security other than we do have locked doors. We do have someone who sits at a station but this design on the high school end has both a new main entrance area so we have a full separation of community, adult, parent visitor from the student population of the day. We cannot say that as of today. We can say the building is secured. There's 43 exterior doors on Alvirne High School in the CTE. We have a buzz in system at doors but from a standpoint of not having parents as they do in the other schools come in through a main office area, get buzzed in, and for the most part be determined before they move through the building. Currently a parent may come in coming to the main office where my office is located, get buzzed in, signed in all appropriately but then they have to walk through student areas to get to the main office whether that be the cafeteria, whether that be up the staircase near the gym to get there. The high school addition piece Lance is 100 percent on target. The CT which we'll talk about more specifically, the high school addition piece is a new gymnasium on the first floor, a renovated auditorium in the current gym space on the second floor, a new main office and entry area which would house both special education and main office functions, school resource officer next door. It has a new cafeteria. The cafeteria currently is a grand central station. You can't get to a place without walking through the cafeteria. That is very atypical. In all of the other Division I high schools in New Hampshire - there's 18 of them - is a room. It's not a passageway.

Mr. Beals explained the last piece that has driven a lot of conversation in the community is an updated parking lot across the street located in the property that is school based owned, part of the tree farm property. We've had lots of conversations about transitioning students from a parking lot across the street to the other side of the road which, again, speaks to my earlier comment about crossing guards, busy time of day, and we have appropriately engaged the services a Lance says of engineers, of traffic consultants to try to give us a version of what is the most appropriate, responsive, and affordable use of resources to have a rapid response beacon system. Early notification towards the Rodger's Library end coming up 102 towards the Alvirne farm entrance coming the opposite direction towards Hudson center so that people know well in advance that there is someone using a crosswalk to go across the road.

Selectman Morin knew that in the past it was talked about an overpass or a tunnel. Knowing that road well and how many accidents we've responded to there during school time, a crosswalk I don't like that. There's a lot of traffic that road uses and the speed limit that's in that area, again we've had a lot, a lot of problems there and I think that's just going to bring more. Steve Beals though that was a very valid concern. What I would ask you to at least reflect back on is the renovation committee looked at three options. We did a full pricing aspect with the traffic consultant and with our civil engineer. One was a full underground tunnel which created significant safety and supervision issues. There is one such of those in operation in a high school in New Hampshire. It's at Coe-Brown Northwood Academy. UNH has the second largest tunnel in New Hampshire crossing the parking lot. The cost of that was approaching \$3 million. So we ruled that piece out. We then moved to the overhead passageway. The overhead passageway presents some

other unique challenges because of power lines coming across the street, handicapped accessibility which was going to have an elevator for, and then the unique nature of New England weather, it needed to be fully covered because we weren't going to be shoveling snow off of it and pushing it into a road for the motorists traveling underneath it. That cost was just under the same \$3 million. Not saying that it should be a financial decision alone. What our traffic consultant recommended to us is this rapid response beacon. It's far from just a crosswalk. It would be for those of you who know the area in and around Rivier University, Hayward's Ice Cream - it's the rapid response LED beacons with advance notification as I just talked about. Not trying to say that's a foolproof option. What we have shared with other constituent groups and it may not convince anybody here or community members our two largest high school neighbors both cross busy similar roads to get their students to their property. Pinkerton Academy - the largest high school in New Hampshire crosses Route 28 coming to their every bit of student parking is across the road. They have a security force. They have crossing guards to help students cross. They do not currently have rapid response beacon. The second one is Londonderry High School, closer than the Derry one. Londonderry High School has parking on both sides of the street. They have lots of student parking in the area behind the fire station in Londonderry. Those kids all gravitate through the street. Not saying that's full proof but our goal was if we're going to take away parking and parking is consistently a challenge at Alvirne High School. Whether it be events, whether it be school day. We thought that adding in parking across the street. Again I may not have answered your question Selectman Morin but I think that your concerns are valid based certainly on your history as a firefighter in town but in addition to that at least give you the background of what the renovation committee, what the traffic consultant, what the civil engineer shared back with us.

Selectman Morin said I can understand the tunnel because when I went to high school in Nashua we had a tunnel. It wasn't a fun place. The Pennichuck Jr. High School in Nashua has an overpass over the Henri Burke Highway. It seems to work out well. I haven't heard of any problems taking place and it gets the kids across safely and there's a very large neighborhood that they all walk to across the street. Mr. Beals stated that definitely was the overpass that we looked at. The difference of our overpass versus that one became the conversation about is it going to have a roof on it because how do you do snow removal. I do not know how they do snow removal. Selectman Morin indicated it was a covered one. Mr. Beals apologized. I didn't know that I thought it was open air. Again part of it was looking at we already knew this project.

Steve Beals stated Lance talked earlier about this project started with just for comparison purposes as we start talking about budget. We are under \$50 million. Currently what the Board has approved through the two warrant articles is \$46.6 million. In comparison, and I understand how much money that is, by comparison the Salem High School project which is a school based and CT renovation is an \$80 million project in that community. I'm not trying to compare one community to another because a different tax base, different elements of nature. One has a mall, etc., etc. The nature of our project trying to come forward with responsibility knowing we get State funding on the CT portion, no State funding on the second warrant article, and most of if the Board chooses to take add ons. We're coming forward tonight with a process to try to inform the Board and the community as a whole. Lance Whitehead said that it something definitely we spent I think four months just talking about overpass, surface pass, underpass. Ultimately it did come down to did the traffic engineer and the civil engineer feel they could make a safe way across. They eventually answered yes. We think we can make it with triple lights with a center island with some relief and with pre-warning lights and then could we justify the cost of the overpass with the large ramp system. I think that was ultimately looked at extensively and said we should proceed without the overpass at the surface crossing. It doesn't mean it can't be considered later on. It's just the cost of that overpass going \$2.5 million in construction, \$3 million total likely total project permitted with something that a lot of the citizens on that committee said I don't think the Hudson voters will support this.

Steve Beals said we did look very quickly for the last comment. We looked on that other side of the road parking. Those exhausted possibilities involved do we take portions of the Alvirne farm and the farmland to put parking in because at least it's on that side of the road. The problem is with that the main entrance design for that safety and security I just talked about, we want every student and visitor enter one door where possible. Trying to put student vehicles in farm property which is obviously taking it away from farm property on the very furthest corner of the building from where the main entrance would be, we didn't see as an option that could exist. There was some discussion about the field location that's behind the maintenance building if you know where that is. It currently is down the slope from Hills Garrison. That's a school based piece of property as well. We talked about putting parking there. What we ended up determined again from a cost perspective with the civil engineer is if you take a field away, you need to replace. The Board of Selectmen, the Recreation Committee is all over serious conversations about field use in Hudson and do we have enough fields, etc., etc. We felt as though from an engineering standpoint the cost of putting in an additional field was going to outweigh the cost of putting parking across the road. So we did at least those checks and balances for all of those pieces. That's because of the terrain and water on the existing Alvirne property out in the back. Lots of land but lots of water that goes through it and permitting and all the rest of that.

For peak usage, Lance Whitehead said we did reorganize the site to help with some of the traffic coming out of that. We are proposing that the intersection directly across from the parking be an entrance only on those peak loading and that we would have buses coming around the back side of the building with parents entering there and existing out either past the library or out on the other access road. Something we're trying to really alleviate the amount of congestion when students would be crossing so that people weren't coming in both directions there as much or turning left.

Chairman McGrath had a couple of questions concerning your parking. How many parking spaces in your new lot? Mr. Beals said 300. That's a round number up. It's probably 295. Chairman McGrath asked you need that many in comparison to - how many are in the current parking lot? Mr. Beals said the current full parking lot has student spaces and adult spaces - 300 spaces. Chairman McGrath said you're doubling the parking spaces. Mr. Whitehead said the addition is taking away 140 of the parking spaces. So we're losing roughly 20 spaces due to reorganizing the traffic flow on there to make it more efficient. Our goal would be on this project we're only increasing parking on site by about 100 to 150 spaces.

Chairman McGrath asked again you're losing how many spaces on the current lot - 100? Mr. Beals said the addition itself is basically about 140 parking spaces. There's about an additional 20 spaces but there's a roundabout going in to try to move traffic in a smoother pass out. That, again, is for the safety of buses coming in. The bus, the student vehicle, the parent vehicle all mixing and matching trying to get people to slow down. Lance said we're also putting car stacking on site so when parents are dropping off and picking up they're not out on the main road. We've got them coming off Derry Road and doing a double stack lane there. So we lost some spaces there to alleviate traffic on the main road.

Chairman McGrath asked behind the building that exists now is that a football field that's there. Steve Beals said yes that's a stadium field. That's correct. Chairman McGrath asked you can't push the parking that way. Mr. Beals agreed. The infrastructure for the stadium is already intact. That would be the bleacher system, the electrical system for light poles and the field itself. The track obviously was brand new. I don't want to underestimate that. The track is a year old. Chairman McGrath asked didn't that get installed incorrectly or improperly. Mr. Beals said I certainly hope that's not to be the case. I'll correct that information. I thought the track project we have had a tremendous successful experience with our feedback from our athletes, sending school athletes coming to track meets or otherwise has been superb. If there is misinformation in the community, I would love to be able to follow up individually with those who have and I encourage them to contact us at the school. Chairman McGrath indicated I had heard that and had been told that. I don't go to school any longer so I'm not up there. The building that's a large shed is it...Mr. Beals said the maintenance shed that building is approximately seven years old. It houses our district maintenance and facility staff if we're talking about the same building. Chairman McGrath asked can that be moved in order to accommodate parking. Mr. Beals stated the infrastructure of that building is relatively new building with an investment plumbing in it, electrical. I don't think that would be a good investment to move it.

Just a comment. Chairman McGrath said using the Rivier parking traffic situation, I think that that's - I drive over there quite often. The traffic in that area is not awaited by the roundabout. It's not a straightaway like 102 is which has such a high degree of traffic. Certainly in the peak hours during school hours and they do move at a really good clip. I'm not up there like I used to be but I do know that the traffic moves significant. Steve Beals said you community concerns about the traffic on 102 is real. For someone who does go to school every day and is in the parking lot every day, or a parent who drops off in that parking lot every day, or another parent who drops in that parking every day, there are legitimate concerns. It is continuing to be an educational experience. I'll echo Lance's comment because it is a straightaway. This has breaks with early notification and that center island, you can't look at what you currently have if you're pulling in there. We wanted to break with an island piece so if a kid is coming across, they have at least a place to stow. Again we still cross with a crossing guard. Interestingly our traffic study there were some discussions about why aren't you putting in a traffic light and I know lights are very popular in this town at times at the Rodger's library. Very honestly, our traffic counts came back. We are busy from 7:10 to 7:20 every day chaotically and we are busy from 2:10 to 2:20 every day. If you look at our volume versus the Hills Garrison volume or the small amount of Rodger's library volume added into that through the day, there is no traffic challenges in most of your school day. It's for the equivalent of 25 minutes per day at two peak times. Justifying a traffic light, we don't really believe we'd get permitting for it because of the State road and because of those two traffic times. Chairman McGrath said I'm not certain that the residents that travel that road on a regular basis would want that either.

Steve Beals indicated we're going to take kind of a thumb nail sketch because we're sensitive to your time and really are blessed that you're giving us the opportunity to be here. We'll talk overview of the floor designs about what gets renovated, what goes into a new building on the CTE. Lance will do that. I'll come back and do the Alvirne side to some degree that I haven't already.

Lance Whitehead said if you're looking at the conceptual first floor plan, these are concept plans obviously subject to further development. We have enough information at this time to have engaged a construction estimator who is a construction manager and talk about phasing and getting accurate costs on the project but have not gone through the full engineering effort yet. What we have on this plan what we're proposing is working from the left to the right. You can see the athletic areas along with the gymnasium, moving the gymnasium down to the first floor, freeing up space above so that we can put in a performing arts. Also freeing up right now the existing locker rooms which are not fully ADA compliant to be used for other areas. What we're doing is proposing that the new gym is associated there. That frees up the existing portion of the building which we can renovate into space for the technical center. Anything dark blue is technical center space. Light blue is high school space. You can see we're renovating the high school cafeteria there. Moving forward with that, that's that main office core. Part of a safe school's initiative is to keep our buildings secure and put all of our visitors, all of our deliveries everybody there where they're not going to interact with students. It also works very well to have the highest community use spaces located on the first floor on their own systems so that

we can efficiently have an after-hours event there without opening up the entire building like you do now or turning on HVAC systems, lighting systems, egress systems so we can kind of consolidate the energy consumption, the evening use.

Moving over, Mr. Whitehead said you can see the renovated areas all the way through the technical center. Many of these spaces considerably growing. If you look through some of the areas, they're more than doubling in size and it's really just based on the sure volume of equipment they're trying to train kids on to be able to enter that workforce or because they have a curriculum that is added that their industry has changed and they really need updated modernized equipment and a place to do that. Many of the spaces that equipment - wood milling equipment and things like that do have safe clearances and we wanted to make sure if we're doing this we're creating safe labs that also gives skills to kids. Moving through, we renovated 100 percent of this area. Some of these programs renovating the place. Other programs if it was a program that needed to grow, we found a box that fit them and moved them over there to save some money. We did a lot of study of how could this building be organized efficiently to minimize the amount of structural changes. We're doing that all the way through. Like I said - mechanical, electrical, plumbing, fire protection all being upgraded. From here on, this is the additional space. We are adding on right now if you go to the back there, there's a pond. We're actually adding on in that pond area. That pond comes out. We work with our civil engineer to understand what the permitting associated with that is. Luckily that was created as part of a drainage structure and we do have drainage solutions working with that civil engineer as to how we're going to treat that area. That gives us the ability to create CT space closely connected to the farm space like agricultural sciences and vet sciences that really want a stronger connection they have now.

On the upper floor, the next floor up, Mr. Whitehead is actually the street point of view. Now one of the big drivers for the career and technical project is trying to get students to have the skillset of the work they're going to perform and there's a couple of programs that needed community access that don't have it. The big primary one there is culinary arts. Right now there is a restaurant in the school. Most career and technical centers are trying to train kids how to deal with the community with the public and they have no way to get public in there because we can't allow public coming through our secure school. WE move them up onto Derry Road where they would have a presence in the community, where they could serve the community for they're open a couple of hours a day, serve lunch to the community. Students would have that benefit of interacting with the community. We also took the opportunity to move programs that currently interact with the community that should be close there. They run adult day there and right now for them to get in and out of their space, it's very problematic to get people up through an elevator back down through so it created an at grade access for the adult daycare that's there that's run as part of the career technical center and finally an at grade access for the pre-school that's run through that center. All again getting these people in and out of the building without having them cycle all the way through the high school. To further enforce our security and our access to the community, we moved career and technical administration there so they could oversee that entrance and also so that they could take their own visitors when they have visitors coming to their area.

Mr. Whitehead indicated on the upper floor the old gym, we worked within the box within the structure to create a performing arts center. It's something that's been a hot topic in a lot of the community sessions we've been doing as to what the performing arts should be, what it needs to accomplish. At this time, we're at about 650 to 670 seats working in that area. It fit nicely into that box. Obviously it's not a full performing arts center it's really an auditorium but it can accomplish a lot of what their curriculum is looking for it to accomplish now. It is something that we said we did improve access to it. We've widened the stair and we've added the new elevator to get people up there so that the community would benefit from being able to visit that.

Steve Beals explained both of that area - Lance talked about the restaurant area. Our goal would be to engage community into evening activities into that. If there's a business in town that wanted to do pieces, we would like to be able to utilize the space not only as a community meeting area but also potentially if they want to have food engage us in a catering aspect of food. On the auditorium end, the auditorium becomes no question part of our rental fleet if you will so we have some offsetting revenue pieces that are created by that. For all of the area and town dance studios, the current reason that they don't frequently come to ask to us Alvirne High School is because our gym and our performing areas are one in the same. The sound system is set for a gym not for a dance recital, not for a theater production whether that be a music studio or otherwise. Similarly but a little different on the gym end of things, through conversations and it doesn't mean the Recreation Committee will determine this but as a parent of students who grew up in town here who are active in the Hudson recreation programs, one of my personal pet peeves growing up here and participating with my kids was we had recreation basketball for boys on Saturday and recreation basketball for girls on Sunday which didn't leave much time for a family if you had both a boy and a girl. Our hope with a double gym space is that we can play all of our Hudson recreation basketball games not to be determine by us but determined by the Hudson recreation on the Saturday. This gym would accomplish two courts side by side with one game court down the middle. Those courts that are side by side are regulation length basketball courts. So for those of you with experience Hudson recreation basketball instead of playing one game per hour at Memorial School, you could play two full games simultaneous with parents being able to sit in the stands on one side or the other with a curtain dropped hopefully giving back a day for families in the town. That's part of what we hope.

Mr. Beals indicated likewise with some of the add alternates about field space, about tennis court reconstruction is trying to create like we did with our track a community use facility. Again our track is used every single night in good

weather by the community. Our school has an activity on it but that doesn't preclude our community from walking the track seven days a week. It's always open for community use. That's a thumbnail sketch. We want to talk a little bit further about the financial aspects of these two warrant articles.

Selectman Morin stated the other night at the School Board meeting there was a resident that spoke and she brought up a very good point and the Board said it themselves that the student participation in some of the CTE classes have dropped off considerable. She asked what we were going to do bring that back up. We're spending a lot of money and if we're not getting the students that are participating in this class, why are we spending that money. Steve Beals said that's a fair question. There are definitely ebbs and flows of enrollment trends with CT programs. The example opposite the declining enrollment is we have enrollment right now in welding that we could continue to have section, after section, after section and we have to turn kids away. Computer science. Our kids are taking computer science and health science at all-time record numbers. Those same kids are coming out of some other program areas to do that whether it be the hands on nature of welding, whether it be the post-secondary aspirations they have in health science, or certainly in computer science. Right now our center has 16 approved State programs. That makes us one of the largest centers with the diversity of program we have because we certainly have the agriculture thread. We also have the technical thread computer based and we also have the hands on thread - heavy equipment, welding, building trades. We have three current applications into the State to expand programming. That in ROTC - a very successful program at Alvirne with 135 kids in it. In welding and fabrication. In welding and fabrication in just the last four years alone we went from a .2, to .4, to .6, to the current year .8. The kids from that area are coming from something else I'm not denying that piece.

Mr. Beals indicated the specific program that has had the biggest challenge in enrollment is horticulture. Part of it is facility. Part of it is trying to find future job goals for kids within the context of plants. We continue to have to work at that. I'm not trying to minimize your question in that. I would tell you that if you look at our overall enrollment in career technical center programs, our enrollment today is higher than it was five years ago. It's not in the same areas. Kids are trendy. Kids pick and choose based on what they get associated with. We started a coding and gaming class which is our computer science new program application. We started it with one class and we were hopeful to get 20 students to take it. We had 40 sign up so we did two sections instead of one. We offered for the second year. All of a sudden we are now having to teach and we're modifying our staff. Our operational costs, we have reduced a horticulture teacher position because we didn't have enrollment. That's how we paid for the increases in welding. Health science I just talked about. This program in health science expands our opportunity in health science. Right now all CT programs a lot of them because of safety related issues, some because of clinic experiences - lab based activities, they all have set enrollments set by the State of New Hampshire not to exceed. You don't have a class of 25 kids in welding thank god. You have a minimum class piece just like in culinary arts, etc., etc. So please take away from this meeting no question the parent who raised the question at last week's School Board meeting was on target. There are absolute programs that have declining enrollment. Don't underestimate those programs that have enrollments that we never had before or have increased because our overall enrollment is higher than it was five years ago.

Lance Whitehead stated this plan does recognize so the landscape horticulture program which has diminishing enrollment, this plan recognizing that merging with environmental science and creating an updated curriculum that is supported by student interest. There is still work to do on that curriculum and part of the State requirements as well for their money is that you have to have a viable program with current student interest and current student enrollment and it's something we're working with the center on. Our goal as well is to create every one of these labs to be flexible so that if students in five years have less of an interest in building construction, that building construction is well equipped to say could you teach timber framing, or could you teach cabinetry, or could you teach advanced manufacturing in there and that's been our goal on a lot of the programs is we want it to be specific to the industry needs in which we have industry partners, businesses that come in and reviewed every program, as well as flexible enough to accommodate the changes to curriculum that are either mandated by the State for curriculum needs or through student interest. That's the goal for the center all the way through is make sure it's flexible enough to continue to be modified. We know that it's going to be another 25 years before the State ever comes and visits again. Many of the jobs that when Webb Palmer built this building don't exist today and those rooms have changed over three times to different curriculum which is why they find themselves really cornered into a space that doesn't work well for them. Some programs actually having too much room. Other programs saying - not many programs have too much room but other programs saying the space doesn't work.

Steve Beals said the other piece the State asked for Selectman Morin is job market data. If there are jobs in the particular field, they're not going to give us 75 percent because we ask for it. The curriculum enhancement piece, the student enrollment, and job market analysis that says there are future jobs in these particular fields help get you to the 75 percent funding piece. If we come forward with 19 applications for programs and 3 of those programs have enrollment that doesn't warrant it or no job market data that suggests there are future careers with earning potential in those, we're not going to get the funding for those areas and why would we bring them forward. The areas that we're bringing forward already have strong enrollments and have the ability to morph over time. ROTC has been a standalone program at Alvirne. We're blessed with it. Having it as a CT program allows kids from other schools to access it without their parents having to pay tuition for it which tells them they're not going to come. It allows the State to give transportation money and tuition money to pay for those kids from Londonderry who are already coming here in a bus to go to a program. Now you get two more kids from Londonderry to go to ROTC, etc.

Chairman McGrath said that leads to a question that I've written down. The programs that you're bringing forward and you talked about welding and how that's a very popular program and some of the others aren't horticultural say. Do any of these programs are outside communities outside of Hudson allowed to bring students here and participate in those? If so, what's their contribution to the costs of those programs? Steve Beals replied all CT centers in New Hampshire are regional technical centers. Our center called the "Wilber Palmer Career Technical Center, Region 16". That means anybody in that particular region can access the programs at Alvirne High School. They access it through State based tuition and transportation money in addition to their own money district wide. Our district funds annually in a budget \$20,000 to help send our students to Nashua CT centers. In return if there's a program running in Nashua that's not at Alvirne High School, we bus the kid to Nashua. Chairman McGrath indicated it's reciprocal. Mr. Beals said absolutely but it has to stay focused to the region. Some of this is strange. We get lots of kids from Campbell High School in throughout all programs. They're in the region. We get from Nashua. We get kids from Merrimack. We go to Hollis. We go to Kingston because if a kid wants a specialized agriculture program, there's only one place they can go. If their original regional center doesn't have the program, they can in essence shop for a regional center that has it. When the youngster comes to us from Kingston every day, they're coming 45 minutes to travel for an agriculture based program. We're unique. The farm makes us unique. The veterinary science program, the forestry program. You're not finding that somewhere else. Nashua has culinary. Alvirne has culinary. We're not going to take any Nashua kids into a program when they have it and vice versa. So the reciprocal nature is absolutely correct.

Chairman McGrath asked the 90 minutes of travel because it's 45 each way does that add to their school day. They have to meet a certain criteria. Mr. Beals said school has changed so much right now with aspects of on-line education, individualized programming for kids. If you have to be a very special individual who is willing to take 90 minutes a day for travel to a place, you have to be so passionate about that program and you probably have to give something up in the process. What they're probably giving up is the school day proper at their home school is this long and they have to make up that time in some capacity which is most likely through on-line piece. The vast majority of our sending schools so everyone is clear are from very close in the proximity. The kid from Campbell High School, we had two different buses of Campbell kids every day. One in the morning and one in the afternoon. Chairman McGrath noted but that's over in Litchfield. Mr. Beals said yes. We certainly get the kid from Pelham. We get a kid from Londonderry. It's all program specific and we send our kids. We have no current Alvirne students attending any other centers currently other than Nashua. Predominately they're going for electricity, for HVAC, plumbing and heating, or for cosmetology. Those are the three primary programs that our kids go to Nashua for. The region doesn't allow every center to have every program. If we wanted to put cosmetology in our center, we have to prove that we have enough sustainable enrollment at Alvirne to put that high cost program in because the lab for cosmetology is significantly expensive. Again if you're going to ask the State for 75 percent reimbursement, you have to justify job market data, enhanced curriculum, and student enrollment.

Lance Whitehead said it is a regional center but it's fair to say that Hudson kids make up a lot of the enrollment because they have zero travel time and also because they're aware of the programs right there every day. I think it's a huge benefit for Hudson to have this center attached to their high school because for them to see that program, they don't have to get on a bus. They don't have to schedule a day. They can merely walk down the hallway, look what's going on in welding, and say I'm taking that next semester. Similarly, they can take high school art and then look next door and see what digital design is doing if they really wanted to ramp up their game.

Chairman McGrath said \$40 million is a lot of money for the taxpayers to come up with.

Steve Beals agreed. It's broken into two warrant articles and maybe if we can transition, and then take a question, and then transition back.

Selectman Morin had one more and you already gave me this answer and I appreciate everything you're telling us tonight but I've been asked it several times so now is your chance to get it out there. I've had people come up to me and ask why we're building this big auditorium. I'm very familiar with that program. I understand why but like the questions I got how many kids go on from high school into the performing arts and is it worth spending all that money. Steve Beals thought that if I had a student who was active in the performing arts, I want my kid to have equal access as they would at other high schools. The numbers because Selectman Morin asked me this question via e-mail. Every year we have some students who matriculate out of Alvirne High School to go to pursue "the dream" and I'll call it that because some kids think that they're going to be the next Hollywood star. Another kid might want to participate in musical theater. Some of their paths they understand before they do it that they may need more specialized training whether it be in voice, whether it be in dance, whether it be in presence on the stage. The numbers that I shared with him and I share with you as the Board, I'd estimate that we have 5 students who matriculate out of Alvirne and to some level of college major that's in theater. That could be the technical aspects of theater. That could be I want to be on stage myself, etc., etc. If you look at the current volume of students we have who participate in the performing arts, our music program is well regarded in the Town of Hudson and we're proud of that. Our enrollment is declining a little bit. Our school based enrollment is declining. I'm not hiding that behind anybody. Our band enrollment this year is approximately 150 students. That's down from approximately 190 students last year. The reason for that is our current freshman class is the smallest cohort that Alvirne has seen in 30 years. It is a cohort of 275 students. When I graduated from Alvirne in 1985, the graduating class was 275 kids. Alvirne has had classes of 400, 425 was the highest of all time, now again that's an anomaly of some sorts. We have stability coming behind it not going back to the 400 range

but peeking out at just under the 300 range. So there's no question that part of the demographic of the town is less school age families are moving in at least with high school age kids.

Steve Beals said music students on the instrumental side roughly unwinding to 150 students. On the choral side, roughly 75 students - half that amount. Our large chorus has 50 kids in it. Our select choirs have roughly under 20 or right around 20. Our theater troop which is called "Class Act" at Alvirne has a very viable 30 kids who participate. If we have a big musical in the spring, that number can jump to 40. If we have a small one act play, that number can go down to 20 so I'm picking the number in between. Some kids are on stage. Some kids are doing the technical aspects behind that. What I would share with you is that the students who represent in any of those performing art pieces they have a definitive passion that this is their calling in the same way this other student's calling is a career technical center program - the kid from Kingston who comes here or Hudson that I could say the same thing for, or this kid is for athletics. There is no right or wrong answer. We want kids to be involved through the process. I don't know if I answered that. I'll reiterate the comment that I made earlier because I saw you take a note of it. Having an auditorium in Hudson is a viable marketing and rental aspect for the resources of the School District. We have already been told that universally. I also believe and again we don't have that many functions of rental nature at Alvirne High School currently. Certainly community uses it, that's not a rental - for the Scouts and that kind of meeting. This is a viable entity on both the culinary end because of meeting space viable with food available and then the auditorium with the rental space there. Did I cover that? Selectman Morin said yes. Thank you very much. Mr. Beals said we want to try to talk about it again. Your time is sensitive to us and we know we've taken probably longer than we were supposed to. Thank you Madam Chair for giving us the opportunity.

Lance Whitehead stated essentially as we noted with the School Board and the renovation committee, the decision was to give voters some choice and said that the 75 percent funding from the State needs to be a standalone warrant article so that we can just address career and technical center with a second warrant article for high school needs. High school needs being primarily the safety and security, the administration, athletics, performing arts, and cafeteria. Those four items the way we approach that is Warrant Article I is for renovation and additions to the career and technical center. It is roughly a \$25 million project of which \$17 million is eligible for funding from the State. Overall the whole contribution will be about \$8 million. We are continuing to work with the Department of Education. We met with them again today to confirm and firm up their side of this equation but right now we believe that it's an \$8 million local investment with a \$17 million State investment. That's Warrant Article I.

Steve Beals said the current center as has already been alluded to was built in 1992. There's your 25 year cycle. We celebrated as we opened school this year the 25th anniversary of the center. We believe that the updated plans are consistent with the legacy and the vision of Webb Palmer. There are definitely changes. If he was in the room today, he would be talking very passionately about getting more kids on the farm and we would support that request. He may not fully understand that kids want computer science for anyone who knew Webb. That's currently where we're going. That's Warrant Article I. There is no question that will appear as Warrant Article I on the school ballot. To go through the other process just like anything else in town, the School Board has already voted and will eventually go to Budget Committee, will go to public hearing, will go to first Deliberative Session, would go to voting day on March 13, 2018.

Lance Whitehead said what that means tax rate which is on another slide is that it's about on a 30 year bond a \$.23 tax rate increase. One thing to keep in mind too is the Hills Garrison Bond will be retiring in the same year which is a \$.27 decrease which is actually I think fortuitous for timing coming from the State as well as to move this article forward to equalize your tax rate.

Warrant Article II - this is the high school project. Mr. Whitehead indicated it is roughly \$18 million in construction so when we add all of the soft costs into that, it's a \$21.5 million project that is local community funded. The way the articles are written is that would you like to attack essentially if Warrant Article I passes would you also like to accomplish Warrant Article II the high school project at the same time. We did want the economy of scale there because of the mechanical systems. One thing we did forget to mention, Warrant Article I does include a new sprinkler system for the oldest building at the high school. Something that we said is a life safety measure should be in Warrant Article I because it's a must have and not a should have. That project since we're working in that building would include a new sprinkler system. Mr. Beals noted that's all paid for by the community. That's not something that is eligible for State reimbursement because it's on the Alvirne High School side. Mr. Whitehead said you're doing such significant upgrades on this site, I think any code official would say if you're doing this much upgrades you should be addressing this glaring issue.

Chairman McGrath asked the impact fees that are collected from planning on residential development are those funds available to offset any of these costs. Steve Malizia indicated probably not because that's not capacity related. Steve Beals explained one of the discussions that we've had and Mr. Town Administrator we're interested in that corridor conversation because if Route 102 has infrastructure changes to slow down that straightaway that you've talked about before, we do believe that there are some impact fees that have been designated for the Route 102 corridor that are in town accounts. Trust me when I tell you we would love to have access to any of that specifically designed around infrastructure changes of safety lighting, rapid response beacon, crosswalk, new island in the middle of the road. It doesn't mean we're planning for it but I certainly know that it has at least been talked about by someone on the

renovation committee including the former now retired Town Engineer. That doesn't mean there are funds existing in that but that corridor - not the Lowell Road one - still certainly exists for us.

Chairman McGrath said I'm not certain that those funds would be available for that process. A portion of it might be but I wouldn't hang my hat on that. Mr. Beals said we're designing this whole entire project piece with the dollars that we're sharing with you. I am glad that Lance referenced the sprinkler system. We have had two very positive experiences when we've met with the fire and police officials in the town. We met with them separately. The first was a preliminary view with all the fire leadership in the town to talk about plans. That's where we got back we want a sprinkler system. That's why it was put in. On the police side of it, it was about traffic flow, it was about safety, that main entrance concept that I talked about and the traffic flow around the building. Chief Lavoie and the other leaders in the Hudson Police Department equally came to a meeting to talk about those and were shared with all the plans.

Selectman Routsis stated we recently approved some equipment to go into the high school for signal for the police. When the meetings with the company that's installing it were done was this renovation taken into consideration so we can make sure that there was still access for signal everywhere? Steve Beals said the company Sencom they actually were in contact with us today trying to run a network cable from the first floor to the attic for that signal piece. We're trying to coordinate where the conduit is so that they can run their wire because certainly trying to enhance police communication is part of our goal. The attic space at Alvirne High School remains the attic space. That is the space that would be fully sprinkled as would all of the existing traditionally aspect of the three stories at Alvirne High School. That's where we have our own school based communication system. We have a repeater on our own end in the attic space because it's the highest piece we can get in the building and that I know is where the police communication device would go as well.

Lance Whitehead indicated I'm going to continue with the numbers if that's okay. So the \$21.5 million Warrant Article II would have a rough impact on your tax rate of about \$.62. If both projects pass - just combining those so that taxpayers know if they vote yes on one and yes on two, all the projects move forward, you're looking at roughly \$46.6 million project; \$29.6 million of that is coming from the local that's both shares of yours. Ultimately taking into account the Hills Garrison retiring bond, the average \$300,000 home would see a tax impact of about \$174,000 a year. So it is a significant investment and that's one of the reasons that we're trying to be out in front and be very forthcoming with as much information as possible for people in Hudson to understand what it means to vote yes on one and what it means to vote yes on two.

Chairman McGrath said that impact would only be for this project not any additional projects that the School Board might come up with to add. Mr. Beals said in future time that's correct. The piece that I was going to make was going to be the Board has very articulately drafted two separate warrant articles. Warrant Article II is only eligible and contingent upon Warrant Article I passing. So it's important for you and the audience to understand that. As they go to the voting booth if you are passionate about an auditorium and you vote no for Article I but yes for Article 2, you've got no shot of getting Article 2 if you don't vote for 1. That was a strategic, and thoughtfully, and simply put there's a lot of State money that comes into article 1 that doesn't come into article 2. I hope I explained that right enough for the Board to make sure they and the audience when they get questions may be able to answer that.

Lance Whitehead indicated there is a slide in here - there are 8 options that the School Board continues to struggle with whether they're going to be part of the project or not. I'm happy to go through those in detail but you can see down through there there were several items that the renovation committee said this should be a School Board decision and not a renovation committee decision. They run the gamut from should we have a greenhouse here knowing that the modern updated curriculum for ag. science may or may not need the full greenhouse down through to would you like to reconstruct the tennis courts at this time and bond it at the same time all the way down through a synthetic field. All of these items have no action by the School Board yet and they're continuing to weigh their options and essentially decide whether these items will be part of that project. Mr. Beals said the School Board takes those items - that's a 5 cent tax impact. Mr. Whitehead said or \$18 a year. Mr. Beals indicated it's added on to the other pieces. The question Madame Chair all of these warrant article discussions are separate from the operating budget for the school district and any other future related aspects. History wise would tell me that the Hills Garrison is the newest school being paid off. Memorial Middle School having a recent renovation, Nottingham West the next doing some, additional work each year at Library Street and the early learning center. Alvirne High School as Selectman Morin knows is 43 years old after fire. That was when it was restored in 1974 and the other part of the building 25 years old relative to the CT addition. We thank the Board for your time. If there's no other questions, we will thank you again and be on our way.

F. Discussion Relative to Employee Reviews

Chairman McGrath recognized Selectman Morin.

Selectman Morin stated recently in a short period of time we've had two employees that could have benefitted greatly with a review of what they were doing right and things that they needed to work on. We had this discussion I believe a month ago and that I would have figured at that point that was taken care of because this is a town policy. Obviously that didn't get out. I heard a department head once tell a group of us if it's in writing its policy. When I was told that, I thought that was a pretty crazy thing that he had to tell the leadership about a policy. Later on the Fire Chief had asked

us to put together a package which I actually have here - its 13 pages of some issues that were going on in the Fire Department and how we can improve them. I actually wrote in this that if it's in writing it's a policy. Again I thought to myself this is a pretty crazy thing I have to write because this was going to the Captains and all the Chief Officers. As we've seen in the last two times we've discussed this that obviously it's not that crazy because it's not happening.

Selectman Morin explained what I'd like to do tonight with the approval of the Board is a couple of things. I'd like the Town Administrator to send a directive out to all the department heads with a copy of the town policy on the reviews. I'd like that done on the town police program on the compute and make sure that the department heads sign off that they've read this and understand it. I would also like the Town Administrator to set up a class for all the town department heads and all supervisors that write the reviews to make sure that they understand what they're doing when they write a review so we get good reviews for our staff and that everybody be required to take that class. I would also like to see that in the department's monthly reviews that they put down how many reviews were given so we can keep contact with this. I know it's going to cause a problem with some of the groups but this is a town policy. It is there for our employees. It is our job and the department head's job to make sure that employees are getting the information they need so they can do a good job for the residents of the town. I will be willing if anybody has any questions or concerns about this to come to a department head meeting and discuss it but I really think we need to do this. We've talked about it twice. We've seen there's been some issues. It needs to be corrected.

Selectman Routsis indicated I have a quick question for you because you mentioned monthly reviews. So are you looking at...Selectman Morin said monthly department reports. The departments give us a report every month. Selectman Routsis said saying which reviews they do and reviews are done in say February, March or October, November, December depending on when it is. Selectman Morin said if you look at the policy - I have it here on my phone actually - it's done on the anniversary date, and when they're hired, and then new employees get - we've seen what this has done and it's not fair to the employees. It really isn't. It is a town policy. We expect the employees to follow policy, well we all need to follow policy. Selectman Routsis said a review should be done just as good business practice regardless. I just wanted to check on that. Selectman Morin reiterated they're done annually on their anniversary dates.

Selectman Coutu said my biggest concern is I'm a strong advocate of employee reviews. Anniversary or hire I knew that. What I'm concerned about is - I've seen reviews from this town. They're not pretty. From my perspective, everybody is an outstanding employee. Nobody has any faults whatsoever and I feel that department heads are not going to write anything negative about an employee because it hasn't been done in the past and I don't know how you're going to change that environment. I welcome the idea of having an instructional discussion relative to what goes into a review. There should be some mandatories like a lot of corporations are saying you could come up with at least three very positive things about an employee and you can also come up with three negative things. They don't have to be material that amounts to putting them on a warning that they're going to be fired if they don't change. It's just some people need to be a little more motivated and it needs to be brought to their attention. Some employees are outstanding one week and they're not so outstanding the next. They need to be reminded if they have personal issues they need to leave it at home when they come to work. All those discussions need to be documented. I feel that that won't happen. I hope it does and I certainly will support doing whatever we can to encourage anniversary, date of hire, reviews. I bet if we were to go around town, no one has done a review on someone's anniversary for quite some time.

Selectman Morin said the person that did reviews, I absolutely agree with you. The reason was because there was a lack of training. We're given the form, go down the form, and we did. There was no training. There was not class and that's not just where I was. That's everybody in town so don't get me wrong. That's where we need to do something to help both sides of this problem. The employee to get a good review that's done correctly and to help the supervisors who were given the review to understand how to do review. We can't go after anybody if they don't know how to do it and they're doing it.

Selectman Morin indicated the second thing where you believe that it may not take place. I'll give you that too. Absolutely agree with you but it's our job and it's the Town Administrator's job to make sure that gets done. That's why I ask that in the monthly department reports that I don't want names of who was reviewed but I want to know how many were done. If there needs to be a checkup once in a while to go in a file and ask Mr. Malizia can we see what reviews got done this month so be it.

Selectman Coutu said I would take it a step further. I might call an employee and say were you aware that this review took place. I've seen people fudge reviews - not in this town in the outside world - other municipalities and companies. Bosses just fudge reviews, do the paperwork, and have the guy sign it and say here want to sign this. What's that about? Something to do with payroll. Okay and they just sign it.

Selectman Morin said it's our responsibility to make sure that the employees are getting what they need.

Selectman Routsis was going to say that most people sign their reviews. I have never worked for a company where someone said here just do this and sign it. I've had to sit down, go over it. I've actually had to self-review myself so when I sit with my supervisor we have the same things and we go over it so we can look for my areas of opportunity where you know I think I may need help that they're not aware of. I don't know that I'd call someone in and say hey did

you actually sign this because then that shows that we don't trust our supervisors. If someone is signing it, you've signed a document that you're saying you read it. It's just like any other contract per say.

Chairman McGrath asked to make a couple of comments. I think that we absolutely should be requiring reviews. It helps not only the manager that's actually preparing those but it helps the employees. It ultimately helps the town because then we're assured that employees are being reviewed and if there's any issues that they're addressed in a timely fashion and they can correct. If it's something that they're doing that needs correction, they have that opportunity and it's part of their review package. Oddly enough I've been trying to clean out paperwork. I'm being buried alive at home with paper. I was going through a bunch of junk today and I came across my performance reviews over the years from BAE. I read them all. I read them at the time that they were given to me and signed them. I had to sign them. My manager had to sign them and his manager had to sign them. I think that there might have been one other signature along with it. It was something that I looked forward to getting because if there was an issue, I could at least try to correct it. If not, generally I was happy. I think it's a good process to follow and I think it's something that we should be doing. I think it helps all. I'll leave it at that for now.

Selectman Coutu said there's one other thing that disturbs me and it just recently happened and I was a little taken aback by it. Employees fail to want to give exit interviews and I wish they would. They're leaving. Let us know what was wrong, what was good, what can we improve on, what did you think of your immediate supervisor? Was he or she awesome or were they not. It helps us to achieve a happier work force because we can people in or the Town Administrator could certainly call someone in and say look there's some deficiency here and you need to address it. Some people don't do it purposefully. They just fall into a routine and it doesn't look good and they don't see it that way because it's the rut that they're in. No one ever brought it to their attention. It must be okay. I can remember years ago certain employees who are no longer here would sit outside and have a cigarette for a ½ hour, or they'd go get coffee and that would be a 45 minute run for other employees in the building and they're on the clock. There's been a lot of little thing like that that have taken place and I think we should be on top of it. I've had this discussion with the Town Administrator. He can't be out following every employee around town all day long. It's an almost impossible task so he depends on information he gets from the individual supervisors. I doubt that very many come to him and say anything negative about their employees. We've had a couple of incidents where it's happened but it gets to us through probably more the citizens that it does the department head. Then it comes to a head as you're aware. A couple of issues have come to a head in the past but everything seems to be running relatively well. I haven't heard anything.

Selectman Routsis thought with the exit interviews my opinion, and I could be wrong, but I think the last time we revised that policy we revised it to they met with their direct supervisor and then after that if they wanted to meet with us they could. That was something that I was against because if they're comparing to what their direct supervisor or they're not going to address it with their direct supervisor when they choose to leave. I thought we should have had it where they met with Steve and one of us or something like that. I believe we did set it up to be...Steve Malizia thought they are given that option and they have signed off that either they...Selectman Routsis thought it was they have to meet with their direct supervisor and then they're given the option to meet with us after they meet with them. Mr. Malizia said they still have the option. The ones I've received people have signed them. Nobody is fudging those. Selectman Routsis said I'm saying they have to sign it but that could be the reason they're not doing the exit interviews is because of their direct supervisor.

Selectman Coutu asked they could bypass the direct supervisor and come to us. Do they know that? Steve Malizia indicated my door is always open as you're well aware. There is no reason that anybody couldn't contact me, come see me. I have employees sometimes come in. Now can they see the Board of Selectmen? I suppose if they wanted to they could come on the agenda if they put in a request. Selectman Coutu said I'd welcome it. If somebody doesn't want to meet with their immediate supervisor, I think they should be told if you've got a problem go see the Board of Selectmen. Glad they let him come in.

Selectman Routsis didn't think that's the policy I think says you have to go with your supervisor and after that you can come to us. I could be wrong but I am pretty sure that when we put that in place it was you have to meet with your direct supervisor and after that you can meet with the Board of Selectmen but you have to meet with your direct supervisor.

Selectman Morin indicated you're given the form and you meet with your supervisor whether you want to meet with the Board or not.

Selectman Routsis said there was no way around it. Steve Malizia said you could fill out the form without meeting with anybody too. I think that's also an option. There are 7 or 8 questions on there that if you're leaving you could certainly fill out those 7 or 8 questions and answer or answer any of them. Selectman Routsis believed the questions were set to fill these out prior to meeting with the supervisor and then sit down and meet with the supervisor and that lets them know if you wanted to meet with the Board. There may just be some confusion with staff and how it's written.

Mr. Malizia said what I take away as a directive to the department heads through PowerDMS which is the way to do it, signing off on the town policy, a class on writing reviews - department heads and supervisors. Selectman Morin indicated anyone who gives a review. I understand that it may be a problem for some departments because you can't

have all the supervisors but I figure with the police and fire they're going to need to split it up. There should be a couple of times it will be offered because I know they do that for fire I should say. We can have up to four classes because of the four shifts. Steve Malizia indicated we may or may not use an outside resource like an NHMA or a Primex. Then just a log of their...Selectman Morin said yes and a monthly report.

Chairman McGrath had a suggestion. If there aren't reviews that have been compared before in the past and we need assistance, can we contact MRI or another town to get a copy of their performance reviews. Selectman Morin didn't think at this time there is a standard form across the town to tell you the truth. Steve Malizia said there is a department head review form I know that. Selectman Morin said I'm talking for employees. I don't think every department uses the same form. Mr. Malizia thought some may have modified it. Fire may have something specific and the police have something a little bit different. I know there's a generic form that we could use. If you start using MRI and folks, you've got to start paying for that. We might have the resources already. Selectman Morin thought with the class I figured they could help come up with something because they're going to instruct everybody on the same thing. Maybe we can come up with a standard out of that.

Chairman McGrath asked so we have a consensus to go ahead with this - yes. Consensus is that we'll follow up on this to institute that policy.

G. Revenues and Expenditures - through August 31, 2017

Chairman McGrath recognized Town Administrator Steve Malizia.

Steve Malizia indicated this is through August. We didn't hit it in July because basically we're still going through the audit. This is two months of the year. It's pretty early in the year. There's really no trend data you can state or send 80 percent of the way through the year. That's just a percentage of 2 out of 12 months. Looking at the typical things we look at - and one thing that may be throwing things off at this point is we encumber things. For example legal, trash contracts. So you'll see numbers that are skewed because we've already made a commitment for those. We put a purchase order in the system. It shows us being committed. Your percentages will skew a bit higher. Automobiles we're at 16 ½ percent. Don't forget we raised that number so it was a bit aggressive. At this point in time, there's no reason to think we're not going to do something with it. At this point there is really nothing major to say other than we've made the commitments we typically make. It's early in the year and they'll be looking at this a lot more next month when we're doing budgets.

9. OTHER BUSINESS/REMARKS BY THE SELECTMEN

Selectman Routsis – I actually do not have anything this evening.

Selectman Morin - I just hear from Arlene Creedan who's been a long-time member of the Library Trustees. She did over 20 years. She served as the Treasurer. She has stepped down. I just wanted to thank her for all that she did. She was one of the biggest supporters of the new Rodger's Library and is a very big supporter of public libraries. She did a lot to move our library along. Again I just wanted to thank her for all her service to the town.

The other thing - Selectman Morin said last night Deputy Chief Harry Chesnulevich was recognized by the State of New Hampshire Fire Service and EMS Services Committee and merit for his long-time service to the Town of Hudson. That's all I have. Thank you.

Selectman Coutu - Just one item. I went to an NRPC meeting last week. It was quite lengthy. I never got home until a little after 11. The primary business that evening was to hire a new Director of the Nashua Regional Planning Commission. There was a lot of confusion and we finally got around to doing it and the candidate that I supported won unanimously. His name is John. Everybody knows him as Jay Minkarah. He comes to the Nashua Regional Planning Commission with quite an extensive background. Jay came to me after the meeting. We had some discussion. They were forewarned I might walk in on a meeting someday that I was not too happy with NRPC and the result that we're getting here in Hudson. Jay and I are going to go out to dinner one evening and he's going to ride with me from 4 to 4:30 to 6 - 6:30 up and down Lowell Road, the 102 corridor, 111, and he's going to be a new set of eyes that's going to look at the situation we have here in Hudson. Hopefully it will be on a Tuesday evening so I can bring him to a Selectmen's meeting and introduce him formally. He's very interested in working with us coming up with some sort of a solution or alternate solution from that which was originally proposed which was the Maddox Madness Highway he called it. I'm looking forward to working with him. I'm looking forward to him coming to Hudson personally and to meet with the Board and to see exactly why we are so frustrated about the traffic problems on Lowell Road and it just seems like it's just going to be compounded with additional business and coming into town with additional construction of new homes coming into town. Eventually our roads are going to be so compact and so dense with traffic that it's going to be almost impassible at times and at certain hours of the day on a lot of our main corridors. It's not just Lowell Road. People keep reminding me you're always talking about Lowell Road. What about 102 and 111? I sympathize there as well. I've made an effort to be on 102 during school opening hours and I've made an effort to be at the bridge going across to Nashua at peak hour between 7 and 8. I parked on the other side of the river because the Mayor was going to be a roundabout over there as you remember. You went to the meeting with me when we sat with Mayor Lozeau.

There's also problems coming down 111 there are pockets of problems. Hopefully this new redesign of the intersection is going to alleviate a lot of that. I've been through it several times. I've been through it with ease. I think that design is going to work out. That's what we have and hopefully I'll get him down here soon so he can meet with all of us and talk about what his vision is at NRPC and what he can do for the Town of Hudson. Thank you Madame Chair.

Selectman McGrath - I just have a couple of things. I meant to bring this up at the last meeting. I know quite often there's complaints about the Telegraph pitching circulars at the end of people's driveways. I was the recipient of them a few times. I was just as unhappy. I called the circulation department and they assured me that they would stop sending them. I questioned them about others in town if they had complaints and didn't want to receive them how to go about it. I was told that they were to call the circulation department of the Telegraph and if they continue to receive them after they complain about it the first time to call back and request to speak to the circulation manager. That number is 594-1200. Perhaps we could post this on the town's website so that anyone that wants to check the number again they can find it there.

Selectman Coutu stated the problem with all of that is that the circulation department staff rotates every three months. They're always hiring a new manager. They're always hiring new people. Chairman McGrath understood that but from my understanding they post that complaint so that it should automatically stop. I haven't received any since I called and that was a few weeks ago. With fingers crossed and you may just have to keep calling them and harassing them like harassing us with the circulars.

The other thing Chairman McGrath wanted to mention was that Steve Malizia and Kathy Carpentier and I went up to the State House and met with Speaker Jasper about the House Bill concerning the capital reserves. Mr. Malizia indicated we had a very productive meeting and I believe Speaker Jasper has tasks someone in the legislature to bring forward a bill correcting that issue on our behalf. In addition, Chairman McGrath said Speaker Jasper was very considerate of the three of us and took us on a tour of the State House. I've been up there before for something far different than this but it was to go through and see the different aspects of the State House. It was a nice meeting. I think we all enjoyed it. Mr. Malizia indicated you got to hold the gavel. Selectman Coutu asked did he show you his Uncle's picture. Mr. Malizia said yes. It was really special. It was really neat.

Chairman McGrath thought the most remarkable thing for me was the hall of flags. All of the flags - if anyone ever gets an opportunity to go up there. The flags are tattered and torn from bullet holes and people carrying them through wars. For me it was emotional. I think of all of the wars that the people have gone through. My father was in WWII. He was over in Germany and was in the Battle of the Bulge. Saw a lot of tragedy and remarkable things that he would never talk about at least to me. He talked to maybe his brothers or my brothers. Looking at those flags and seeing what they represent and the state of this nation now. It was I think even way emotional. I didn't express it but I felt it. Anyway that's all that I have for tonight.

10. NONPUBLIC SESSION

Motion by Selectman Coutu, seconded by Selectman Routsis, to enter Nonpublic Session pursuant to RSA 91-A::3 II (b) The hiring of any person as a public employee, carried 4-0 by roll call.

Chairman McGrath entered Nonpublic Session at 8:52 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 9:10 p.m.

Motion by Selectman Morin, seconded by Selectman Coutu, to hire Kendyl Trott as a Regular Special Shift Employee (camera operator for HCTV) at \$11 per hour with a start date of September 27, 2017, carried 4-0.

Motion by Selectman Routsis, seconded by Selectman Morin, to hire Naomi Busnach as a part-time Office Assistant in the Recreation Department at \$16.08 per hour, 16 hours per week, with a start date of September 27, 2017. This position is non-union, carried 4-0.

Motion by Selectman Morin, seconded by Selectman Coutu, to amend the following motion at the August 22nd meeting by Selectman Morin, seconded by Selectman Coutu, to hire Chrissy Peterson as a part-time Office Assistant in the Recreation Department at \$16.08 per hour effective August 23, 2017, carried 5-0. Motion to hire Chrissy Peterson as a part-time Office Assistant in the Recreation Department at \$16.08 per hour, 24 hours per week, effective August 23, 2017, carried 4-0.

Motion by Selectman Morin, seconded by Selectman Routsis, to hire Paul (William) Mortimer for the position of Firefighter/AEMT in the Fire Department at the contracted salary of \$19.75 per hour (step 1) effective October 15, 2017. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 4-0.

Motion by Selectman Morin, seconded by Selectman Routsis, to hire Paul Olin for the position of Firefighter/AEMT in the Fire Department at the contracted salary of \$19.75 per hour (step 1) effective October 15, 2017. This assignment will be a non-exempt position in accordance with the International Association of Firefighters Local #3154 Contract, carried 4-0.

11. ADJOURNMENT

Motion to adjourn at 9:14 p.m. by Selectman Morin, seconded by Selectman Routsis, carried 4-0.

Recorded by HCTV and transcribed by Donna Graham, Recorder.

Marilyn E. McGrath, Acting Chairman

Roger E. Coutu, Selectman

Angela Routsis, Selectman

David S. Morin, Selectman