

A special meeting of the Keene City Council was held on Thursday, April 17, 2025. The Honorable Mayor Jay V. Kahn called the meeting to order at 6:15 PM for purposes of conducting a non-public session. Roll called: Kate M. Bosley, Laura E. Tobin, Robert C. Williams, Edward J. Haas, Philip M. Jones, Andrew M. Madison, Kris E. Roberts, Jacob R. Favolise, Catherine I. Workman, Bettina A. Chadbourne, Mitchell H. Greenwald, and Thomas F. Powers were present. Randy L. Filiault and Bryan J. Lake were absent. Michael J. Remy arrived at 6:40 PM.

NON-PUBLIC SESSION

At 6:15 PM Councilor Greenwald moved to go into a non-public session under RSA 91-a:3, II (c) for consideration of a matter which, if discussed in public, would likely adversely affect the reputation of a person other than a member of the City Council. The motion was duly seconded by Councilor Bosley. On roll call vote, 12 Councilors were present and voting in favor. Councilors Remy, Filiault, and Lake absent for the vote.

Mayor Kahn explained to the public that non-public sessions are typically held at the end of meetings. In this instance, the Council had a non-public session immediately prior to the start of the Council meeting. A motion by Councilor Greenwald was duly seconded by Councilor Bosley to keep the minutes of the non-public meeting non-public as the information could affect the reputation of any person other than a member of the public body itself. The motion carried unanimously on a roll call vote with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

A true record, attest:



Deputy City Clerk

A regular meeting of the Keene City Council was held on Thursday, April 17, 2025. The Honorable Mayor Jay V. Kahn called the meeting to order at 7:08 PM. Roll called: Kate M. Bosley, Laura E. Tobin, Michael J. Remy, Robert C. Williams, Edward J. Haas, Philip M. Jones, Andrew M. Madison, Kris E. Roberts, Jacob R. Favolise, Catherine I. Workman, Bettina A. Chadbourne, Thomas F. Powers, and Mitchell H. Greenwald were present. Randy L. Filiault and Bryan J. Lake were absent. Councilor Greenwald led the Pledge of Allegiance.

MINUTES FROM PRECEDING MEETING

A motion by Councilor Greenwald to adopt the minutes of the April 3, 2025, meeting as presented was duly seconded by Councilor Bosley. The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

ANNOUNCEMENTS

Mayor Kahn announced a Master Plan Future Summit on June 3, 2025, at 5:00 PM at the Keene Public Library, Heberton Hall. He encouraged the Council and public to attend.

The Mayor also advertised the Council's 2025 summer break: July 25–August 21. The dates of Standing Committee meetings surrounding the break will be announced later.

Lastly, the Mayor talked about Earth Day festivities, starting with Green Up Keene on Saturday, April 26, with a drive-thru supply pickup at Keene Public Works (350 Marlboro Street) from 8:00 AM–12:00 PM. Also on April 26, the Mayor encouraged the public to attend other Earth Day events on Railroad Square. Additionally, he announced the Public Works Department's Arbor Day event on April 28, planting two trees at 127 Washington Street with Franklin Elementary School students at 1:00 PM.

COMMUNITY RECOGNITION/PROCLAMATION - HANNAH SCHROEDER - NEW ENGLAND NEWSPAPER & PRESS ASSOCIATION AWARD RECIPIENT

Mayor Kahn welcomed Hannah Schroeder, Senior Visual Journalist at the Keene Sentinel, to honor her receipt of the New England Newspaper & Press Association Award. Also present from the Keene Sentinel were Sean Burke, James Rinker, and Sophia Keshmiri. The Mayor said that Ms. Schroeder followed a tradition of outstanding photographers at the Keene Sentinel, like Steve Hooper and Mike Moore. Mayor Kahn presented Ms. Schroeder with a Proclamation honoring her excellence and contributions to the community, officially congratulating her for her outstanding achievements and invaluable contributions to visual journalism, enriching the community's understanding and connections within the Monadnock region. Ms. Schroeder thanked everyone, including her wonderful coworkers and supporters, citing the incredibly talented staff at the Keene Sentinel who challenge and encourage her to better her work. She said everyone she met along the way made her think deeper about photojournalism and community.

CONFIRMATION - CONSERVATION COMMISSION

Mayor Kahn nominated Katie Kinsella to serve as a regular member of the Conservation Commission with a term to expire December 31, 2027. Mayor Kahn called her an outstanding

nominee and thanked Councilor Madison for recognizing the talent she would bring to the Commission. A motion by Councilor Greenwald to confirm the nomination was duly seconded by Councilor Powers. The motion carried unanimously on a roll call vote with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

COMMUNICATIONS - KEENE SWAMPBATS - REQUEST TO DISCHARGE FIREWORKS - JULY 25, 2025; JIM COPPO/JIMMY TEMPESTA - REQUEST TO DISCHARGE FIREWORKS - FIRST RESPONDER APPRECIATION COMMUNITY DAY - AUGUST 24, 2025; & KEENE FAMILY YMCA - REQUEST FOR ROAD CLOSURE - SUMMIT ROAD - JUNE 8, 2025

The first communication was received from Kevin Watterson, President of the Keene SwampBats, requesting permission to discharge fireworks on Alumni Field on Friday, July 25, 2025, as part of their Host Family Appreciation Night festivities. A second communication was received from Jim Coppo and Jimmy Tempesta, requesting a license to discharge fireworks at Alumni Field as part of the First Responder Appreciation Community Day on August 24, 2025. A third communication was received from Kelly Fleurette, Senior Program Director of Keene Family YMCA, requesting the closure of Summit Road on Sunday, June 8, 2025, from 8:00 AM–11:00 AM for a Youth Triathlon Race. Mayor Kahn referred all three communications to the Planning, Licenses and Development Committee.

COMMUNICATIONS - ADAM TOEPFER - REQUEST TO UPDATE AUDIO AND DATA CABLES AS PART OF DOWNTOWN INFRASTRUCTURE PROJECT; & IAN D. MATHESON - COURT STREET PEDESTRIAN SAFETY RISKS

The first communication was received from Adam Toepfer on behalf of Keene Pride and several other festivals, requesting the City consider incorporating XLR audio cables and fiber data cables, terminating to multiple RJ-45 jacks, into the downtown infrastructure to enhance the capacity and quality of festivals and events held in the downtown area. A second communication was received from Ian D. Matheson, requesting a review of the crosswalks along Court Street to address pedestrian safety concerns with signage or some other means to alert motorists. Mayor Kahn referred both communications to the Municipal Services, Facilities and Infrastructure Committee.

COMMUNICATION - JENNIFER NASCIMENTO - RESIGNATION - HUMAN RIGHTS COMMITTEE

A communication was received from Jennifer Nascimento, resigning from the Human Rights Committee after two years of service. A motion by Councilor Greenwald to accept the resignation with thanks was duly seconded by Councilor Bosley. The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

PATHWAYS FOR KEENE - REQUEST FOR USE OF CITY PROPERTY - 4 ON THE 4TH ROAD RACE - JULY 4, 2025

A Planning, Licenses and Development Committee report was read, unanimously recommending the City Council grant permission to Pathways for Keene to sponsor a running race on Friday, July 4th, 2025, subject to the signing of a revocable license and indemnification agreement and the submittal of a certificate of liability insurance in the amount of \$1,000,000 listing the City of Keene as an additional insured. In addition, the Police Department shall identify Railroad Street immediately adjacent to Railroad Square as a No Parking zone from the hours of 6:00 AM to 11:00 AM. This license is conditional upon the petitioners providing an adequate number of volunteer race marshals to ensure runner safety along the course, and subject to any recommendations of City staff. The Petitioner agrees to absorb the cost of any City services over and above any amount of City funding allocated in the FY 26 Community Events Budget. The payment shall be made within 30 days of the invoice date. Councilor Jones abstained. A motion by Councilor Bosley to carry out the intent of the Committee report was duly seconded by Councilor Williams.

Councilor Jones pointed out a Conflict of Interest because of his membership on the Pathways for Keene Board. Hearing no objections from the Council, Mayor Kahn accepted the recusal.

The motion carried unanimously with 12 Councilors present and voting in favor. Councilor Jones abstained. Councilors Filiault and Lake were absent.

PLD REPORTS - KEENE PRIDE FESTIVAL - REQUEST FOR USE OF CITY PROPERTY - PRIDE FESTIVAL - SEPTEMBER 21, 2025; & OTTO'S FOOD AND DRINK - REQUEST FOR PERMISSION TO SERVE ALCOHOL - SIDEWALK CAFÉ

The first Planning, Licenses and Development Committee report was read, recommending granting Keene Pride permission to use downtown City rights-of-way on Sunday, September 21, 2025, for a Pride Festival, subject to the following: submission of a certificate of liability insurance in the amount of \$1,000,000, naming the City of Keene as an additional insured; execution of a standard revocable license and indemnification agreement; agreement by the Petitioner to cover any City service costs exceeding the allocated City funding, with payment due within 30 days of invoicing; Licensee is permitted to place 12 total portable toilets and one dumpster in City parking spaces located at the following locations: The base of Washington Street, Railroad Street, Roxbury Plaza from Friday, September 19, 2025 to Monday September 22, 2025, the portable toilets will be chained together and affixed to ensure they are not vandalized while unattended overnight; submission of signed letters of permission from private property owners for any use of their property; and, compliance with all required permits, licenses, applicable laws, and any recommendations from City staff. The event footprint and layout shall include the traveled portions of Central Square, Washington Street from Vernon Street to Central Square, Court Street from Winter Street to Central Square, Roxbury Street from Roxbury Plaza (easterly side of Hannah Grimes Parking Lot) to Central Square, West Street from Federal Street to Central Square, Main Street northbound from Emerald Street/Eagle Court to Central Square, Railroad Square, Railroad Street from Roxbury Plaza to Church Street. Road closures may also extend to other streets as necessary for detour routes, with final closure and

detour plans determined in coordination with City staff. The event will take place from 12:00 PM to 7:00 PM, with setup and cleanup times to be coordinated with City staff. Free parking is granted under the City's free parking policy for designated spaces on Washington Street and Roxbury Plaza for equipment storage from September 22, 2025, as well as for event footprint on the day of the festival.

A second Planning, Licenses and Development Committee report was read, unanimously recommending that Otto's Food and Drink be granted permission to serve alcoholic beverages in connection with their Sidewalk Café License, subject to the customary licensing requirements of the City Council, compliance with the requirements of Sections 46-1191 through 46-1196 of the City Code, and compliance with any requirements of the NH Liquor Commission. This license shall expire on March 1, 2026.

A motion by Councilor Bosley to carry out the intent of both Committee reports was duly seconded by Councilor Jones. The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

PLD REPORT - POLICY ON THE DISCHARGE OF FIREWORKS

A Planning, Licenses and Development Committee report was read, recommending the City Attorney draft an Ordinance on fireworks that would incorporate the PLD Committee's recommendations. A motion by Councilor Bosley to carry out the intent of the Committee report was duly seconded by Councilor Jones.

Councilor Williams was grateful to City staff and to the Committee for bringing this so far. He recalled talking about his concerns with fireworks on several occasions and did not want to belabor it. He thought this would provide an opportunity to build the City's policy and decide what the protocol would be if there would be four fireworks events scheduled at one place, like in 2024. This would place a maximum on any single location, which he called a good idea. He said they could still haggle over the details, but Councilor Williams appreciated how far this had come and everyone's work on it.

Councilor Haas added that the Committee was dedicated to finding a fair way to allocate the licenses, so everyone would have a reasonable chance to have one.

Mayor Kahn inquired about the timeline for this. Councilor Bosley said it would depend on the City Attorney's availability to develop the language, but it would likely come before the Council for first reading and return to the PLD Committee in May or June.

Councilor Remy explained why he would vote against this. In part, there would need to be a fair way to allocate the licenses, stating that a "smart" person would apply for all five licenses at the beginning of the year and sell them to organizations wanting them. Until that was resolved, he did not want to change the Code to have a limit, and said better direction would be needed for that issue. The Mayor thought the Attorney would address that point in her draft. Councilor Bosley clarified that the Committee did not discuss this issue but said there would basically be two paths for it: (1) determine a date that all permit requests are required to appear before the

City Council so the PLD Committee can review and assign them in a fair way, with preference to the 4th of July, and (2) allow the landowner to decide which individuals requesting permits hold the events on their property within the maximum number. Councilor Remy said he would still ultimately have the same problem because a landowner could auction off spots on their land for thousands of dollars. Councilor Bosley acknowledged that possibility. Mayor Kahn said those details were not for debate at this meeting. Councilor Jones added the protection that these permits still have to come before the City Council for each fireworks display.

On a vote of 12–1, the motion to carry out the intent of the Committee report carried. Councilor Remy voted in opposition. Councilors Filiault and Lake were absent.

PLD REPORT - WITHDRAWAL: ORDINANCE O-2024-18 - RELATING TO LICENSES AND PERMITS

A Planning, Licenses and Development Committee report was read, recommending that Ordinance O-2024-18, which was introduced by City staff, be withdrawn.

Mayor Kahn expressed his intent to accept the report as informational. City Attorney, Amanda Palmeira, deferred to the Council but stated that if a Committee of five Councilors accepts something as informational, the procedure would be for the full Council to act on that as well. Councilor Bosley disagreed, stating that this process had been in place and the Council had discussed the Rule about consensus votes and accepting something as informational at length. She said items out of Committee were accepted by the Mayor as informational at Council regularly without an objection from a Councilor(s), which was what Councilor Bosley expected in this instance too. The City Attorney thought the difference in this situation was that the Council's past actions had been to accept the item as informational by consensus, so there would be an official Council action.

The City Clerk, Patty Little, thought the distinction was this being an Ordinance, which the Rules of Order stipulate the Council cannot act upon through a Committee report. The Clerk expressed her hope to see this Ordinance officially withdrawn by affirmative motion vs. filing as informational for a clearer record of the Council's action.

A motion by Councilor Bosley to withdraw Ordinance O-2024-18 on behalf of the City Clerk's office was duly seconded by Councilor Jones. The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

FOP REPORT - ACCEPTANCE OF 2025 WELLNESS GRANT

A Finance, Organization and Personnel Committee report read, unanimously recommending the City Manager be authorized to do all things necessary to accept the 2025 Wellness Grant from HealthTrust of up to \$2,500 to be used for employee wellness activities. A motion by Councilor Powers to carry out the intent of the Committee report was duly seconded by Councilor Remy. The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

FOP REPORT - LIFE INSURANCE AND LONG-TERM DISABILITY INSURANCE

A Finance, Organization and Personnel Committee report was read, recommending the City Manager be authorized to do all things necessary to execute a new multi-year contract renewing coverage with Symetra to administer the City's Life and Long-Term Disability Insurance program. A motion by Councilor Powers to carry out the intent of the Committee report was duly seconded by Councilor Remy. The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

FOP REPORT - ACCEPTANCE OF LOCAL SOURCE WATER PROTECTION GRANT

A Finance, Organization and Personnel Committee report was read, recommending the City Manager be authorized to do all things necessary to accept, execute, and expend a Local Source Water Protection Grant from the New Hampshire Department of Environmental Services (NHDES) in the amount of \$12,800.00. A motion by Councilor Powers to carry out the intent of the Committee report was duly seconded by Councilor Remy.

Councilor Madison stated a Conflict of Interest as an employee of New Hampshire Department of Environmental Services. Despite having nothing to do with this grant directly, he ran this specific grant program a few years prior. So, he requested recusal.

Councilor Roberts felt that because Councilor Madison no longer worked for this grant program, he would be well qualified to vote without prejudice. The Mayor thought the Council had faced this with others who had close associations though not direct approvals.

Councilor Favolise asked a question about the process when there is an objection to a unanimous consent to recuse, which he had not experienced yet; should there be a motion? The Mayor advised that there would not be a motion, just a vote to determine whether to accept the recusal.

Councilor Greenwald called for the vote on recusal. On a vote of 11–2, the motion to accept Councilor Madison's recusal carried. Councilors Roberts and Greenwald voted in the minority. Councilors Filiault and Lake were absent.

The motion to carry out the intent of the Committee report carried unanimously with 12 Councilors present and voting in favor. Councilor Madison abstained. Councilors Filiault and Lake were absent.

CITY MANAGER COMMENTS

City Manager, Elizabeth Ferland, announced that the City was accepting nominations for locations to plant new street trees in the City. Please visit www.SeeClickFix.com/Keene to start a new request and nominate a location by entering the address where you would like to see a tree planted; be sure to select "Request a New Tree" from the category list. Ideal locations include a grass belt at least five feet wide, no overhead utility wires, full sun exposure for most of the day, and a placement that does not obstruct traffic visibility.

Next, the City Manager recognized Deputy City Manager, Andy Bohannon, and Cheshire County HR Director, Kim May, who collaborated with Primex to bring leadership training to the region. On April 16, approximately 120 attendees from the City, County, and School District participated in a half-day training session held at The Colonial Showroom. The City Manager called it a tremendous success. She was grateful for their efforts in securing this valuable—and free—training opportunity for our teams, who would typically have to travel to Concord for it. She hoped to continue it in the future.

On April 16, City Councilors received a joint press release from the City and Cheshire County, which the City Manager said addressed and corrected several inaccuracies that appeared in a recent Keene Sentinel Editorial that both the City and County felt were important to clarify for the record publicly.

The City Manager also updated the Council on a temporary staffing assignment. Ryan Lawliss was assigned additional duties conducting health inspections at food service establishments, schools, daycare centers, and other public or commercial food handling locations. Mr. Lawliss had served as Housing Inspector in the Community Development Department since August 2019. In addition to those qualifications, he completed food inspection services, including supervised inspections during a training phase starting in 2021, and solely performed over 100 food inspections since. Mr. Lawliss holds a master's degree in public health from Southern New Hampshire University. The City Manager expressed gratitude for his assistance during this transition.

Lastly, City Manager Ferland shared the current Red Flag Warning for high fire danger due to dry conditions. As a result, all permitted open burning and consumer fireworks discharge in Keene was suspended until further notice. Residents should check the [Keene Fire Department](#) for updates.

FOP REPORT - RULES SUSPENSION – UNH FUNDING - HB2

A motion by Councilor Powers was duly seconded by Councilor Remy to suspend Section 26 of the Rules of Order to introduce and act upon the Mayor's request for authorization to send a letter to the State Senate regarding House Bill 2. The motion carried unanimously on a roll call vote with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

A motion by Councilor Powers was duly seconded by Councilor Remy to recommend that in addition to communications on legislative items of concern, the Keene City Council authorizes the Mayor and/or City Manager to write letters conveying the City's concern about NH House passed funding cuts to the University System of New Hampshire.

Both Councilors Favolise and Workman announced Conflicts of Interest due to having employment relationships with Keene State College (KSC), a member of the University system, and asked to be recused. Hearing no opposition from the Council, Mayor Kahn granted both recusals.

Councilor Powers stated what the letter was and his support, deferring to the Mayor for more explanation.

Mayor Kahn shared a letter addressed to the NH Senate Finance Committee regarding HB2. The Durham Town Manager was asked by his Town Council to draft a letter, which he submitted to the House that was much like the one the Mayor gave to this City Council. Durham's letter referred to a 30% reduction to the university system's budget, not knowing exactly how that might be applied. The Mayor said that 30% reduction could clearly have a detrimental effect on access by NH and out-of-state students to KSC or affect the cost more directly and as such the access to KSC. He said that would obviously have a downstream effect on towns like Durham and the other towns of the university system. Based on the potential impacts to the State College located in this community and therefore the impact on the Monadnock region as a whole and the State of NH, Mayor Kahn thought it was important to send this letter to the NH Senate Finance Committee. Councilor Roberts did not think the State realized the risk they put colleges like KSC in with this action because other states like Massachusetts, for example, had just instituted two-year free community college. So, if NH increased tuition, especially for out-of-state students— Councilor Roberts said he would keep his child in their home state. He said he knew people who went to Mount Wachusett Community College's nursing program instead of River Valley Community College's because they could complete it quicker. So, Councilor Roberts reiterated that NH could not afford tuition going up.

Mayor Kahn pointed out that KSC was the lowest-cost residential college in the State of NH, calling it one competitive advantage attracting students to the area in addition to the College's programs.

Councilor Tobin added that in recent years, the manufacturing company she worked for had recruited interns from KSC. She knew KSC had been developing their internship programs and building relationships with the community around it, which had become an important part the College's identity. She thought that would make it more feasible for those students to stay in the area, which she said was really needed to share institutional knowledge.

The motion carried unanimously with 11 Councilors present and voting in favor. Councilors Favolise and Workman abstained. Councilors Filiault and Lake were absent.

MORE TIME PLD REPORT - COUNCILOR JONES - REQUEST FOR RESOLUTION (DECLARATION) HONORING THE LGBTQIA+ COMMUNITY

A Planning, Licenses and Development Committee report was read, recommending placing the Request for Resolution Honoring the LGBTQIA+ Community on more time. The Mayor granted more time.

RESOLUTION - RELATING TO ADOPTING THE PROVISIONS OF RSA 79-E "COMMUNITY REVITALIZATION TAX RELIEF INCENTIVE" - RESOLUTION R-2025-09

A Planning, Licenses and Development Committee report read, unanimously recommending the adoption of Resolution R-2025-09. A motion by Councilor Bosley to adopt Resolution R-2025-09 was duly seconded by Councilor Jones. Councilors were provided with a color rendition of the 79-E map.

Councilor Jones called this a tool in the City's toolbox that the City was not referring to enough, especially with the development community. He thought the City needed to start promoting 79-E

as well as Economic Revitalization Zones (ERZ), which could help with future development. He called this a good start.

The City Manager summarized the advantages of 79-E at the Mayor's request. By identifying a 79-E district—if applications come forward for potential improvements to a project—79-E allows projects meeting the necessary several criteria to request that the additional assessed value from their improvements not be taxed for a period of up to five years. The City Manager said 79-E had been a helpful tool to keep the property value the same after the improvement is in place and allow the property owner to recoup some of those expenses by delaying the increased tax for a period of time of up to five years. In the end, it is a wonderful tool for the community because the property is improved and at the end of the five years, the City collects taxes on the full value.

Councilor Bosley added at this time, 79-E was really relegated to downtown Keene and for urban redevelopment. She hoped some changes would allow homeowners to use this tool residentially, which she said would be a great asset in trying to rebuild some neighborhoods.

Councilor Haas noted this was just to change the map and make the correction, but the PLD Committee looked forward to expanding this as much as possible in the future.

The motion carried unanimously with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

RESOLUTION - RELATING TO THE APPROPRIATION OF FUNDS FROM THE GENERAL FUND UNASSIGNED FUND BALANCE - FIRE DEPARTMENT STAFFING RESOLUTION R-2025-11

A Finance, Organization and Personnel Committee report read, unanimously recommending the adoption of Resolution R-2025-11. A motion by Councilor Powers to adopt Resolution R-2025-11 was duly seconded by Councilor Remy. The motion carried unanimously on a roll call vote with 13 Councilors present and voting in favor. Councilors Filiault and Lake were absent.

CITY CLERK'S FINAL MEETING

Mayor Kahn led the Council in honoring the City's longest-serving City Clerk, Patty Little, at this her final City Council meeting after 44 as Clerk of the 46 years with City of Keene. The Mayor listed leadership characteristics that the City Clerk possesses. Not just knowledge and experience, but the knowledge and care around records retention, Right-to-Know Laws, elections, and Council Rules—keeping the Council on track. It would be hard for the Clerk's office to follow in her footsteps, but they were better prepared by her and more capable for it. The Mayor spoke about a notion in leadership and management of leading from behind, which he said the Clerk had always been able to do; visible, dominant, and always able to convey her opinions. She helped everyone do their jobs better because of her willingness and courage to step up as a leader. The Mayor cited Ms. Little's amazing character—not just humor and her ability to smile—but honesty and integrity that has been appreciated by all. The City Clerk's steadfast character was important to her work. Outside of traditional leadership, Mayor Kahn spoke about his appreciation for the Clerk's ability for accountability and desire to create a more accountable organization, which had guided responsibilities for transparency. Ms. Little held both herself and the organization to that accountability for 44 years as the City Clerk. The Mayor was grateful to have learned from her.

Clerk's office staff—Terri Hood (Deputy City Clerk), Kathleen Richards (Deputy City Clerk), and Heather Fitz-Simon (Administrative Assistant)—presented the City Clerk with flowers. Ms. Hood expressed how much Ms. Little means to the Clerk's office and how much they all love her and would miss her. While they were heartbroken to lose her because she was such a wonderful, caring, and supportive leader, they released her to find her joy in her next chapter. They promised to do their best to make her proud and thanked Ms. Little for all the wonderful years with her as the City Clerk.

The City Clerk expressed how at peace she was knowing what good hands she was leaving the Clerk's office in. She was happy to be retiring. She thanked the Council (and past Councils), the Mayor (and past Mayors), and the City Manager (and past City Managers), stating that the support for the Clerk's office had been constant. Ms. Little was ready to retire and do the things she never did because serving this Council for 44 years was her priority. Everyone wished her well in that.

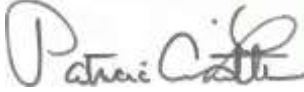
Councilor Powers also honored the City Clerk, even coordinating his tie with her outfit. He noted how she had spoken about retiring for some time but kept showing up. Now, Ms. Little would join the "4:00 PM Club," a monthly get-together of the retired City of Keene department heads. He spoke about Ms. Little being the strong, southern daughter of a Marine. Before he was introduced to her, former City Manager Pat McQueen told him to keep an eye on Ms. Little, and the Councilor said he was right because Ms. Little keeps pushing. For example, she frequently won requests for more floor space for the Clerk's office. He explained that the office needed more space—in part—because daily at 6:00 AM the Clerk would bring her two small children with her from Marlow to pass time before school. Councilor Powers said Ms. Little had been so successful as City Clerk for 44 years because of the way she approached it, with her bottom line being to serve the City Council and doing it right.— Over those years, Councilor Powers said Ms. Little had become an NH person with a love for antiques, old cars, and more. However, he noted that she had to give up her pick-up truck in favor of something that would accommodate the grandkids. He joked about where she got her love of cows, which Ms. Little said was her husband's love, not hers. Councilor Powers noted that every day, the City Clerk is up to milk her cow at 6:00 AM and will have her list of chores in mind by the time she is finished. So, he gifted her with a reading lamp from the City Council for light on those mornings. The Clerk noted that her home was full of lamps, which would be a welcome addition. She was grateful.

Mayor Kahn shared a story of Governor Sununu visiting the Clerk's office after the successful election implementation and the City Clerk learning that the Governor had many license plates he was giving to distinguished people in the state. Ms. Little expressed her desire and received two. The Mayor said the Clerk then politely mentioned that she never had any Senate plates. So, the Mayor had searched, and he presented the City Clerk with one of his former Senate plates. Ms. Little explained that she and her husband are license plate collectors in an international club of license plate collectors, owning about 10,000 plates. It meant a lot to have one from Mayor Kahn.

Ms. Little thanked everyone for their support.

ADJOURNMENT

There being no further business, Mayor Kahn adjourned the meeting at 8:25 PM.

A true record, attest: 
City Clerk